

AGREEMENT
BETWEEN
THE CITY OF DAVENPORT
AND
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES
LOCAL 887, AFL-CIO

JULY 1, 2006

to

JUNE 30, 2009

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AGREEMENT

THIS AGREEMENT is entered into by and between the CITY OF DAVENPORT, IOWA (hereinafter called the "Employer") and AFSCME/IOWA COUNCIL 61, LOCAL 887, (hereinafter referred to as the "Union"), and applies only to said parties.

WITNESSETH:

WHEREAS, the Union has been certified as the bargaining representative for the Employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, it is the intent and purpose of the parties to achieve and maintain a cooperative relationship between the Employer and its employees by endorsing the principles of good faith bargaining with the Union as the duly elected representative of bargaining employees; to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of the employees; to protect the citizens of Davenport by assuring effective and orderly operations; to prevent all strikes by public employees; and to provide an orderly and prompt method of handling and settling grievances;

NOW, THEREFORE, THE PARTIES AGREE WITH EACH OTHER AS FOLLOWS:

ARTICLE 1 Recognition

Section 1. Bargaining Unit.

The Employer recognizes the Union as the sole and exclusive bargaining agent for clerical, technical, administrative and professional employees as certified by the Iowa Public Employment Relations Board. The City shall provide advance notice to the Union President in the event a bargaining unit position is eliminated or downgraded.

Section 2. New Classifications.

In the event the Employer establishes a new job classification, the Employer shall designate the job classification and wage rate for the job classification. In the event the Union disagrees with the rate, it may submit a grievance at Step 3 of the grievance procedure. The Employer shall provide the Union with job descriptions of each classification contained in the unit.

Section 3. Part-Time Employees.

Part-time employees who are regularly scheduled to work at least 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on the same basis as full-time employees. Part-time employees regularly scheduled to work less than 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on a prorated basis to reflect the ratio between the employee's regularly scheduled hours per week and forty hours except insurance as contained in Article 19 including health, dental, vision, prescription drug, life insurance and long term disability insurance. They shall, however, be eligible to purchase either single or family dental and/or vision insurance under the group plan at their own expense.

Section 4. Temporary Employees.

Temporary employees are those hired for a specific period of time, to accomplish particular projects or implement special programs or to fill positions of permanent employees assigned to those special projects. Upon completion of one year of service, temporary employees will be eligible for the wages and benefits provided in this Agreement for permanent positions working comparable hours, except promotion and layoff rights.

ARTICLE 2 General Provisions

Section 1. Non-Discrimination.

The parties agree that their respective policies, procedures and operating rules will not violate the rights or discriminate against employees covered by this agreement because of age, sex, race, creed, disability, marital status, other criteria not related to job performance, and any other protected rights provided for by federal and state law. Additionally the parties agree not to interfere with the right of employees to choose or not to choose membership in the Union.

Section 2. Union Representation.

Authorized representatives of the Union shall be permitted to visit the premises of the Employer for the purpose of conducting Union business provided they do not unduly interfere with the operations of the Employer and provided that advance notification is given to the Director of Human Resources or designated representative.

Section 3. Labor/Management Meetings.

Representatives of the Union and the Employer may request and shall be granted a meeting at a mutually agreeable time no longer than thirty (30) days beyond the date of the original request, the purpose being to provide a forum for open communications between the parties. These communications could include proposed changes, which would generate cost savings and increase services. Agenda items shall be exchanged at least one week in advance of the meeting.

Section 4. Bulletin Boards.

The Union shall be permitted to post Union notices and/or information on department bulletin boards. The Union shall be reasonable concerning the content of their postings.

Section 5. Prevailing Rights.

All present understandings, supplements, privileges or conditions of employment, and clearly established and consistent past practice, (that are within the scope of negotiability or are economic in nature) which grant all employees of the Unit benefits or protections not provided by the Agreement, and are not in conflict with this Agreement, or in conflict with sound operating policy or procedures, shall remain in effect unless changed by mutual agreement. It is understood that this shall not be in conflict with Article 3, Management Rights, and further, that it is recognized that from time to time, changes in operating procedures are necessitated by outside influence.

Section 6. Rules and Regulations.

The union agrees that employees shall comply with all work rules presently in effect or subsequently established by the City. The City agrees that the reasonableness of work rules or the discriminatory applications of such rules may be subject to the grievance procedure. In determining the reasonableness of such work rules the City's purpose as defined in Article 3, Management Rights, shall be considered.

Except in emergency situations, the City will post new work rules at least seven (7) calendar days in advance of their effective date.

Section 7. Performance Evaluations.

The City shall annually evaluate an employee's performance within a thirty (30) -day period of their City hire date. In the event that an employee transfers, promotes, or demotes to a new position within the period three (3) months prior to their City hire date, the supervisor from the most previously held position will evaluate the employee's performance on the most previously held position within thirty (30) days of the transfer.

Section 8. New Employee Orientation.

The union shall have the right to send a representative to departmental orientation sessions of new employees and make a presentation not to exceed 20 minutes. An alternative time will be arranged if it is determined by management that the scheduled orientation session will cause undo hardship to the operations of the union representative's department.

ARTICLE 3

Management Rights

The Employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and the right to: direct the work of its employees; hire, promote, demote, transfer, assign, and retain employees in positions within the City; suspend or discharge employees for proper cause; maintain the efficiency of operations; relieve employees from duties because of lack of work or for other legitimate reasons; determine and implement methods, means, assignments and personnel by which the Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the Employer; initiate, prepare, certify, and administer its budget; and, exercise all powers and duties granted to the Employer by law.

Those inherent managerial functions, prerogatives and policy-making rights which the City has not modified or restricted by a provision of this Agreement are not subject to the grievance procedure contained herein.

ARTICLE 4

No Strike -- No Lockout

Section 1. No Interruption of Services.

Neither the Union nor any of the employees covered by this Agreement will instigate, promote, sponsor, engage in, participate in or condone any strike, sympathy strike, slowdown, asserted stoppage of work, or any other interruption of the operations of the Employer, regardless of the reason for so doing. Any or all employees who violate this Section may be discharged or otherwise disciplined by the Employer. In addition, the Employer agrees that it will not participate directly or indirectly in a lock-out against the Union. In no event shall the Employer assign or transfer Union employees to another governmental entity, business establishment, or geographic location inside or outside City limits for non-emergency functions during a labor dispute in such entity or business.

Section 2. Official Responsibility of the Union.

Each employee who holds a position as officer, agent or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. Accordingly, the Union officers agree to notify all Union agents and representatives of their obligations and responsibilities for maintaining compliance with this Article.

ARTICLE 5

Union Representatives

Section 1. Union Activity.

Bargaining unit employees, including officers and representatives, shall not conduct Union activity or business on City time nor shall they be paid for time spent in the conduct of Union activity or business, except as specifically authorized by the provisions of this Agreement. When, in the interest of efficient implementation of the terms of this agreement, it is necessary for a union officer or representative to provide information or consult with another city department for a brief period of time, the immediate supervisor may authorize the action provided that it will not interfere with the efficient operation of the City. It is the responsibility of the Union to notify in writing the names of those employees who are the designated Union officers and stewards.

Section 2. Absence from Work for Union Business.

When contract bargaining sessions between the parties are scheduled to take place during normal working hours, employees who are members of the Union's bargaining team (up to five (5) members) shall be given such time off without loss of pay to attend such sessions. The time off granted for bargaining sessions shall not be considered as hours worked for overtime eligibility.

The Union shall advise the Employer as far in advance as practical of the names of the bargaining representatives.

ARTICLE 6 Dues Deductions

Section 1. Deductions.

The Employer agrees to deduct the regular Union monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. Additionally, the Employer agrees to provide for such other deductions, if possible, as are authorized by the Union for employees who individually request in writing that such deductions be made. Forms for payroll deductions shall be supplied by the Union. The Local Treasurer will certify the amounts to be deducted in writing.

Such orders shall be terminable, with written notice to the Employer and the Union either during the last two (2) weeks of the last year of each Contract or within a two (2) week period following the anniversary date of the employee's authorization to withhold dues. The Employer agrees not to hold requests to terminate authorization for payroll dues deduction. Such deductions shall cease within sixty (60) calendar days from the receipt of the employee's notice to terminate dues deduction.

The Employer shall submit to the Union, with each remittance of deductions, a list of all employees having such deductions. On a biweekly basis, and at no cost to the Union, the Employer shall provide the Union with a file attachment via e-mail, which in a format agreeable to both parties, shows the bargaining unit employee's name, social security number, home address, payroll number and any other information mutually agreed to.

The employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at anytime by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of the employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Section 2. Indemnification.

The Union shall indemnify, defend and hold the employer harmless against any claim, demand or suit or liability and for all outside legal costs arising from any action taken or not taken by the Employer in compliance with this Article. The Union shall promptly refund to the Employer any funds received in accordance with this Article which are in excess of the amount of the appropriate deductions which the Employer has agreed to deduct.

ARTICLE 7 Grievance and Arbitration Procedures

Section 1. Grievances.

A grievance is any dispute or disagreement between the parties as to the application, meaning or interpretation of specific provisions of this Agreement. Promotion, demotion, suspension and discharge may be subject to Civil Service Appeal, and such appeals must be filed by the employee with the Clerk of the Civil Service Commission within the statutory time limits.

Grievances shall be processed in the following manner:

- Step 1: Any Steward who has an employee grievance shall submit it orally, with or without the employee present, to the employee's immediate supervisor. Submission of the grievance shall be filed within ten (10) working days of the occurrence of the event giving rise to the alleged contract violation or within ten (10) days after the employee concerned should have become aware of the occurrence.
- Step 2: If the grievance is not resolved orally by a response to the Steward, it shall be submitted in writing, and shall be signed by the employee and the Union Steward, to the Department Director within five (5) working days following the oral response of the employee's supervisor. The grievance shall set forth the relevant facts on which it is based and the provision or provisions of the Agreement allegedly violated. The

- Department Director shall respond to the Union Steward in writing within five (5) working days.
- Step 3: If the grievance still remains unresolved, it shall be presented by the Union Steward to the Director of Human Resources in writing within ten (10) working days after the response of the Department Head. The grievance shall be discussed at a mutually agreeable time, but in any event, no later than ten (10) working days following the submission of the grievance to the Director. The Director shall respond in writing to the Union Steward [with a copy to the Local President and the grievant(s)] within ten (10) working days following the meeting.
- Step 4: If the grievance is still unsettled, either party may, within twenty (20) working days after the reply of the Director of Human Resources, by written notice to the other, request arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union. If the parties fail to select an arbitrator, the Federal Mediation and Conciliation Service shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to alternately strike two (2) names from the panel. The order of striking will be determined by the toss of a coin.
- The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue his decision within thirty (30) calendar days after the conclusion of testimony and argument.

Section 2. Authority of Arbitrator.

The arbitrator shall have no right to amend or modify the provisions of this Agreement. He shall consider and decide only the specific issues submitted to him in writing by the Employer and the Union, and shall have no authority to make his decision on any other issue not so submitted to him. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way, the applicable laws and rules and regulations having the force and effect of law. The arbitrator shall submit, in writing, his decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator rendered in accordance with this Agreement shall be final and binding.

Section 3. Expenses of Arbitration.

The fees and expenses of the arbitrator shall be divided equally between the Employer and the Union. The cost of a written transcript shall be paid for by the party requesting such transcript; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 4. Mutual Covenants.

The rights of individuals set forth in this grievance procedure are agreed upon in consideration that a decision rendered under and in accordance with this Agreement shall be final and that there shall be no refusal to perform any specific duty pending the handling of a grievance, except when the health and personal safety of an employee(s) may be in jeopardy.

Section 5. Grievance Investigation and Discussions.

All grievance discussions and investigations that take place during working hours will be done in a manner which will not interfere with essential operations of the City. When a meeting is scheduled between the Employer and the Union to discuss a grievance at one of the steps of the grievance procedure during normal working hours of the grievant and/or the Union representatives, they shall be released from duty without loss of pay to attend the meeting.

Section 6. Time Limits.

The term "working days" as used in this Article shall mean the days Monday through Friday, inclusive, and excludes Saturdays, Sundays and holidays in which City Hall is closed.

Time limits should be strictly adhered to by both parties. No grievance shall be entertained or processed unless it is submitted within the time limits set forth in Section 1 of this Article. If a grievance is

not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or the appeal thereof within the specified time limit, the relief requested by the Union shall be granted.

The time limit on each step may be extended by mutual agreement of the Employer and the Union representative involved in each step, provided such mutual agreement is contained in writing. More than one (1) grievance may be heard by the same arbitrator by mutual written agreement of the parties.

Section 7. Statement of Waiver or Appeal.

If the grievance is not settled as a result of Step 3, the grieving employee and the Union must, within twenty (20) working days of receipt of the City's Step 3 answer, execute a statement of waiver and election as a precondition for further appeal. This statement shall specify the choice of either a Civil Service or an arbitration appeal to the exclusion of the other. This Section shall be all inclusive pertaining to any dispute, interpretation, suspension or discharge unless jurisdictional limitation would prevent the appeal of choice. In such instance, the alternative appeal may be elected. This Section shall not be so construed as to permit appeals to arbitration or Civil Service which are outside their respective jurisdictions or excluded from appeal under State Law or the specific terms of this Agreement.

ARTICLE 8
Hours of Work

Section 1. Intent.

This Article is intended to define the normal hours of work per day and per week.

Section 2. Regular Workweek, Hours and Days.

The regular workweek shall consist of forty (40) hours per week and such overtime as may from time to time be required in the judgment of the Employer to serve the citizens of the City. The normal hours of work each day shall be consecutive and the normal workweek shall consist of five (5) consecutive days unless otherwise agreed to.

Section 3. Schedule Changes in Regular Workday, Workweek and Shifts.

When it is determined by the Employer that a need exists, work schedules, including shifts, workweeks, work hours, and workdays, may be changed. In other than emergency situations, revised schedules shall be posted on department bulletin boards at least one week in advance of the commencement of the new schedules.

Section 4. Rest Periods.

All employees' work schedules shall provide for one (1) fifteen (15) minute rest period during each half shift of the workday. Employees required to work two (2) hours or more overtime shall be granted a fifteen (15) minute rest period as near the end of the regular shift as possible.

Section 5. Meal Periods.

Employees will be provided an unpaid lunch period of at least one-half (1/2) hour to be scheduled with the approval of the supervisor. Employees required to work four (4) hours or more overtime will be permitted an additional meal period. The Employer shall reimburse the employee the cost of the meal, not to exceed six dollars (\$6.00). Employees shall supply a meal receipt.

Meter Violations Checkers will be provided a thirty minute paid lunch period during their regularly scheduled work day.

Section 6. Clean-up Time.

Employees who need it shall be granted a reasonable personal clean-up period prior to the end of their work shift, except in emergencies.

Section 7. Shift Differentials.

In addition to the established wage rates, the Employer shall pay an hourly premium of forty cents (\$0.40) to employees for all hours worked between 5:00 P.M. and 11:00 P.M. Employees working on shifts between 11:00 P.M. and 7:00 A.M. shall be paid an hourly premium of forty-five (\$0.45) cents for each hour worked during this time period. Those employees electing a flexible work schedule shall waive the above provision.

Section 8. Flexible Scheduling.

Where practicable, as determined by the City, with consent of the employee, variations in the normal work schedule may be implemented to facilitate the needs of a particular work unit. Such scheduling shall not result in inconvenience to the public, loss of operational efficiency or increased overtime expenditures, and shall require approval of the Department Head.

ARTICLE 9

Pay

Section 1. Payday.

Payday shall be bi-weekly and shall be on Friday.

Section 2. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 3. Wages.

The Employer will pay the wages as set forth in Appendix "A". Employees will ordinarily start at Step 1 of the pay plan. At the successful completion of the six month probation period, employees will advance to Step 2 of the plan. Thereafter, employees will receive a step increase on the 1st day of the pay period that falls between December 25 and January 7 of each year until they reach the maximum step of their classification. Step increases may be delayed or denied on an exceptional basis only with good and sufficient cause.

Employees ineligible for the step increase because they have reached the maximum rate for their respective classification will be provided a bonus payment on the last pay period in November based upon their years of service on the following January 1st as follows:

Less than 10 years	None
10 through 14 years	\$300
15 through 19 years	\$450
20 years or more	\$600

Section 4. Out-of-Class Pay.

If an employee is temporarily assigned a majority of the duties of a higher rated classification in excess of five (5) consecutive working days, the employee will be paid in accordance with Article 12, Section 4, for the time spent performing these duties, retroactive to the first day the duties were performed. During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 5. Mileage Reimbursement.

Employees who drive their personal vehicles in the performance of work for the City shall be reimbursed for their expenses in accordance with the City Administrative Policy (i.e equal to the IRS allowance).

Section 6. Direct Deposit.

The City agrees to allow employees the option of direct deposit for payroll checks.

Section 7. Uniform Allowance.

Meter Violations Checkers will be provided a uniform allowance of \$550.00 per year, payable in two equal payments of \$275.00 on the first pay periods of August and February.

Section 8. Section 125 Plan.

The City will cover the administrative costs associated with employee participation in a Section 125 plan. Employees may utilize a Section 125 plan to pay with pre-taxed funds the costs associated with any item(s) eligible for Section 125 coverage pursuant to the Internal Revenue Service regulations. Employees will be permitted to undertake brief individual transactions associated with enrollment or changes in their individual accounts during work hours. The City will allow as much flexibility as permitted by the IRS regulations regarding enrollment into a Section 125 plan. Each year employees will be automatically enrolled by the City in the Section 125 plan for purposes of coverage for premiums, unless the employee requests otherwise in writing. Employees will be notified in advance of their need to enroll with Human Resources for any participation in the Section 125 plan for coverage other than premiums.

Section 9. Police Services Clerks Training Personnel

Police Services Clerks assigned as Police Services Clerks Training Personnel will be paid an additional 5% above their regular rate of pay for the period of such training assignments.

Section 10. Retirement Health Savings Plan

The City will make available to employees a Retirement Health Savings Plan with terms and conditions equal to those agreed upon between the City and Union representatives on the Insurance Cost Containment Committee during January 2006. In the event these parties cannot mutually agree, the matter shall be submitted to an interest Arbitrator pursuant to Chapter 20.22 of the Iowa Code. Employees will be allowed to make pre-tax contributions into the plan.

ARTICLE 10
Overtime

Section 1. Overtime Pay.

Employees shall be paid one and one-half (1 1/2) times their regular straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) hours per week or receive compensatory time for such hours as stated in Section 2. Unless otherwise specified by the terms of this Agreement, employees shall be eligible for overtime only on the basis of actual hours worked for the Employer. All paid time will be counted as hours worked for the purpose of computing overtime. Employees shall receive prior approval from their supervisor before working overtime.

Section 2. Compensatory Time.

An employee may elect to receive compensatory time off in lieu of overtime pay. Compensatory time off shall be computed in hours at the applicable overtime rate and shall be scheduled by mutual agreement between the employee and the supervisor. Approval of time off will not be unreasonably withheld.

Employees may not accumulate more than eighty (80) hours of compensatory time at any one time and such time shall not accumulate for more than one (1) fiscal year except that employees may elect to carry over forty (40) hours. Employees will be paid for any unused compensatory time at the payroll period preceding June 30th at the hourly rate at which it was earned.

Employees shall notify their supervisor if they desire compensatory time in lieu of overtime pay no later than one (1) day prior to the date payroll data is submitted.

Section 3. Overtime Distribution.

Overtime opportunities will be distributed equally within departments to employees working within the job classifications that normally perform the work involved.

On each occasion the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to their credit at that time. If this employee does not accept the assignment, the employee with the next fewest number of overtime hours to their credit shall be offered the assignment. The procedure shall be followed until the required qualified employees have been selected for the overtime work.

If not enough employees are obtained to work overtime, the qualified employees with the least seniority shall be required to work.

A record of overtime hours worked or offered to each employee shall be available for inspection upon request by either the employee or the union representative.

Section 4. New or Returning Employees.

New employees and employees returning from leaves of absence will be credited the average number of overtime hours credited to employees in the appropriate group for overtime distribution purposes.

Section 5. Call-In-Pay.

Employees called in to work outside their scheduled hours of work shall be paid a minimum of two (2) hours at the rate of time and one-half or at the employee's discretion receive compensatory time at the same rate.

ARTICLE 11

Seniority

Section 1. Definition.

The seniority of employees covered by this Agreement shall be as follows:

- a. City seniority shall mean an employee's length of continuous, full-time service with the Employer since his/her last date of hire.
- b. Job Class seniority shall mean that seniority dating from the first day of full-time employment in a job classification. Job Class seniority may or may not coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that was formerly held.

The Employer shall post complete seniority lists of employees covered by this Agreement quarterly and shall provide a copy of such seniority lists to the Union.

Section 2. Probationary Period.

Each employee shall be considered a probationary employee for the first six (6) months of continuous service, after which his/her seniority shall date back to his/her date of hire. There shall be no seniority among probationary employees, and they may be laid off or discharged without recourse at the sole discretion of the Employer.

Section 3. Layoffs and Recalls.

Whenever the public interest may require a reduction of employees in any classification, the Employer may either abolish the job and remove the employee from his/her classification thereunder, or reduce the number of employees in any classification by suspending the necessary number.

In case it thus becomes necessary to so remove or suspend any such employees, thirty (30) days written notice of the layoff shall be given to the employee and Union President. Employees so removed or suspended shall be those having seniority of the shortest duration in the classification. Seniority shall be determined as provided in Section 1 for all persons holding seniority in the classification affected, regardless of their seniority in any other classification; but any such employee so removed from any classification shall

revert to his/her seniority in the next lower classification. If such seniority is equal, then the one with less City seniority shall be the one affected. In the event City seniority is equal, the employee with the lowest last four digits of their social security number shall be deemed to be the one affected. "Placement under this section can be appealed to the Civil Service Commission."

In the case of such removal or suspension, the Employer shall issue to each person so affected a certificate showing his/her comparative seniority or length of service in each classification from which he/she is so removed and the fact that he/she has been honorably so removed. His/her name shall be carried for a period of not less than three years after such suspension or removal on a preferred list, and all appointments or promotions made during said period to his/her former duties in such classification shall be made in order of greater seniority from such preferred lists.

In the event of a layoff, an employee laid off shall be given notice of recall by a registered letter, return receipt requested, mailed to his/her last known address. The employee must notify the Employer of his/her intention to return to work within five (5) working days after receipt thereof and actually report to work within ten (10) working days after receipt of the notice (unless this latter period is extended by the Employer). In the event the recall notice is returned to the Employer, the employee shall have ten (10) working days from the date of notice of attempted delivery to report to work (unless this latter period is extended by the Employer). No new employees shall be hired until all qualified employees on lay-off status desiring to return to work have been recalled, except the laid-off employee's right to be recalled is limited to the length of seniority he/she had at the time he/she was laid off.

Those employees whose hours have been reduced to avoid layoff will receive benefits as though they were working full-time but they will be paid only for the hours they actually work. In the event the employees are temporarily laid off during the period of hours reduction, the Employer will pay the insurance premiums for the employee, but the employee will not accrue vacation or sick leave.

Laid off employees (and dependents, if applicable) shall be allowed to remain on the City health, dental, and vision benefit plans for an amount equal to one week for each whole calendar year of city employment with a minimum of one (1) month and a maximum of two (2) months by paying the premium share amount paid by actively employed bargaining unit employees. Laid off employees shall be allowed to remain on City payroll as if they were actively employed for a period equal to one week for each whole calendar year of city employment, with a minimum of one (1) month and a maximum of two (2) months.

Laid off employees shall be offered the opportunity to participate at no cost in the Vocational Rehabilitation Employee Assessment program and in displaced employee out placement program, also at no cost.

Section 4. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- a. Quits; or
- b. Is discharged for just cause; or
- c. Retires or is retired; or
- d. Is absent for three (3) consecutive working days without notifying the Employer, and without adequate cause; or
- e. Is laid off and fails to report to work within the time limits specified in the section above.
- f. Is absent from work due to a reduction in force for more than three (3) years or the length of seniority, whichever is greater.
- g. Is absent from work for a period of 24 consecutive months due to an extended illness.

Section 5. Reinstatement.

An employee who has voluntarily terminated his/her employment with the City may request reinstatement to a position in which Civil Service status was previously held within one year of termination.

In no instance shall the Employer be required to reinstate a former employee under this provision.

If a reinstatement is effected pursuant to this provision, such employee shall be considered a new employee for purposes of seniority until the anniversary date of reinstatement at which time he/she shall be credited with former seniority.

ARTICLE 12

Promotions and Transfers

Section 1. Civil Service.

It is understood that promotions and transfers shall be made in accordance with applicable Civil Service rules and procedures.

Employees wanting to laterally transfer within their current classification may request such re-assignment at the time the position is posted in accordance with Section 2 of this Article.

Their name will be placed on the list with other qualified candidates for consideration by the appointing authority. It is understood that the provisions of Section 3 and Section 4 of this Article will not apply in the case of a lateral transfer.

Section 2. Job Announcements.

- a. A job vacancy of a permanent nature, which the Employer desires to fill, shall be posted on the City of Davenport website and on the public kiosk in the Human Resources Department for a period of not less than five (5) working days to provide an opportunity to apply for the opening. The Union president will receive an electronic copy of each vacancy by e-mail on the date the vacancy is posted.
- b. Employees on vacation or leave of absence shall receive consideration for openings which occur during their absence by advising the Human Resources Department prior to their departure of their desires.
- c. Employees shall be allowed to sign up to receive individual email notification of vacancies in classifications that they have an interest in, and the City shall forward the employee email notification on the date that any vacancy in any classification so designated is posted on the City of Davenport website.
- d. Terminals shall be provided at the Human Resources Department, Davenport Library, Public Works cafeteria, and at individual employee work stations. Employees may access any of these terminals during work hours, without loss of pay. Each employee will have an individual email account established for them.

Section 3. Trial Period.

A promoted or transferred employee shall be granted a thirty(30) day trial period to determine their ability to perform the job and their desire to remain on the job. Within the trial period, the employee shall have the right to revert to their previous position. If, in the opinion of the Employer, the employee is unsatisfactory in the new position, and the employee must revert back to their previous position, reasons for the action, in writing, will be provided the employee and the Union.

This Section does not apply in transfers that resulted due to lay-off procedures.

Section 4. Pay Upon Promotion.

Upon promotion to a job classification of a higher pay range, an employee will advance to a rate in the pay schedule which yields an increase of approximately five percent (5%) or to the minimum rate of the higher range, whichever is greater. Employees who are placed at step 1 of the pay range as a result of promotion will advance to step 2 upon successful completion of the 30 day trial period specified in section 3 above.

Section 5. Temporary Appointments.

Temporary job appointments are defined as job vacancies that may periodically develop in any job classification. Temporary appointments shall be filled by the Employer through transfer on the basis of qualifications, seniority and Civil Service status, from employees within the department, if possible, and consistent with an employee's professional career ladder. Employees so assigned must meet the minimum qualifications for the position and shall be paid in accordance with section 4 above.

Section 6. Shift Assignments.

Employees within a classification and department shall be eligible for a preferred shift, if in fact, more than one shift exists, provided the employee requesting the preferred shift has more seniority than the

employee on the shift requested. The Employer may deny an employee a preferred shift if by granting the preferred shift it would cause an operational hardship.

Section 7. Reclassifications.

Employees who believe they are improperly classified may submit a written request to their supervisor. The supervisor shall review the request and submit it to the Human Resources Department within five (5) working days of receipt. The employer shall review all such requests and shall respond to both the employee and the supervisor within thirty (30) working days from the Human Resources Department's receipt of completed reclassification questionnaire. Reclassification decisions by the employer shall be subject to the grievance procedure. Employees shall be paid retroactively if the reclassification is approved, to the date the reclassification request was submitted to their supervisor.

ARTICLE 13
Training and Education

Section 1. Training.

If the Employer requires an employee to participate in training sessions, the Employer shall pay all tuition costs and registration fees and shall compensate the employee for scheduled work hours missed at his/her straight time hourly rate and for travel time which occurs during normal work hours. The Employer shall either furnish a car or pay mileage expenses, if the employee is required to travel more than fifty (50) miles to attend training sessions. The Employer shall pay meal and lodging expenses when appropriate in accord with the travel rules and regulations of the City in existence at the time of travel.

Section 2. Educational Incentive.

Each employee will be eligible to participate in a minimum of eight (8) hours of City sponsored in-service training per year. Depending on course content, training courses or workshops available on a local level may be counted toward the eight (8) hours. The development of in-service training programs shall be proper subject for discussion in the Union/Management meetings.

Section 3. Tuition Reimbursement.

The Employer will reimburse employees up to a maximum of nine hundred dollars (\$900.00) during any calendar year for courses leading to an undergraduate degree and one thousand two hundred dollars (\$1,200.00) for courses leading to a post-graduate degree. Payment and procedure under this section shall be in accordance with Administrative Policy 2.4 dated July 1996 (attached as appendix C) with the exception that the maximum amount shall be as noted above. Educational Assistance is based on successful completion of the approved courses.

ARTICLE 14
City Property

An employee leaving the service of the Employer, whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. Failure to return City property may result in the employee's final check being held up with a deduction being made for the value of the property.

ARTICLE 15
Sick Leave of Absence

Section 1. Sick Leave.

Employees will accrue up to fifteen (15) days of sick leave per year to a maximum accumulation of 960 hours. In order to accrue such leave in any bi-weekly pay period, an employee must work or be paid for at least fifty percent (50%) of his/her normally scheduled work hours for that pay period. The Employer may require substantiation of illness by a physician's statement or by examination by such medical examiners as may have been employed by the Employer. An employee may be required to present a physician's

statement, certifying that the employee is capable of performing his/her job, prior to his/her return to work. Requiring an employee to provide a physician's statement will not be unreasonably requested.

Sick leave may be used for illness or attendance upon a member of the immediate family who is seriously ill and requires the personal care of the employee. Immediate family shall be defined as parent, spouse, child, brother, sister, legal ward, or other resident family member of the employee's immediate household. Sick leave may be used for physical examinations, medical treatment or for dental or optical appointments. Approval of sick leave for such appointments will not be unreasonably denied.

Section 2. Pay for Accumulated Sick Leave.

Sick leave shall automatically terminate upon termination of employment. Effective July 1, 1987, accrued sick leave in excess of 720 hours will be credited to those employees as a severance reserve. Upon retirement, death of an employee or termination, 75 percent of the employee's credited sick leave reserve will be paid to the employee or his/her next-of-kin respectively at the employee's regular hourly rate of pay as of July 1, 1987.

Section 3. Sick Leave Advancement.

In the event an employee has utilized all available sick leave benefits, vacation, holiday and compensatory time, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider the employee's seniority and work history. Upon the employee's return to work, sick leave benefits will not accrue until the amount of advancement has been paid back.

Section 4. Notification.

Employees who are absent or who anticipate an absence, must notify their department prior to the start of the normal workday whenever possible.

Section 5. Worker's Compensation Supplement.

Sick leave may be used to supplement Worker's Compensation disability payments as follows:

Normal FICA, IPERS, Federal withholding and State withholding shall be deducted from regular bi-weekly gross wages. The remainder shall then be reduced by twice the amount of weekly worker's compensation benefits to compute the amount of wages to be supplemented. The numbers of hours of sick leave to be paid shall be determined by dividing the amount to be supplemented by the employee's hourly rate and rounding to the next higher quarter hour.

When regular work hours are recorded in the same pay period, the sick leave supplement will be reduced by the number of regular hours recorded. When worker's compensation and sick leave are totaled, employees will receive approximately the same take home pay as though they were working their normal hours.

Section 6. Incentive

Employees using twenty-four (24) hours or less of sick leave in a fiscal year will be allowed to insert sixteen (16) hours of sick leave into their individual Retirement Health Savings Account (RHS). Employees shall be given the opportunity to elect this option during any Retirement Health Savings Account (RHS) Open Enrollment period. Once elected, this decision is irrevocable. If an employee does not elect this option, those sick leave hours will remain in his/her accrued sick leave balance.

ARTICLE 16
Leaves of Absence

Section 1. Request for Leave.

The employer may at its discretion grant a leave of absence to any employee for good and sufficient reason. Any requests for unpaid leaves of absence shall be submitted in writing by the employee. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires. Such requests shall be made as far in advance as is reasonably possible of the desired leave. A prompt answer to the request for leave of absence shall be furnished to the employee by the department head and shall be in writing. Requests for leave will not be unreasonably denied.

A parental leave in conjunction with the birth or adoption of a new family member shall be considered a reasonable purpose for an unpaid leave of absence request.

Section 2. Court Leave.

If an employee, who is not a party to an action, is subpoenaed to appear in court to testify, the employee shall be released from work without loss of pay for the time spent testifying, provided that the employee produces proof of the subpoenas and presents a signed statement as to the hours he spent in court. The employee subpoenaed must reimburse the Employer for the witness fees paid to him.

Section 3. Military Leave.

Military leaves of absence shall be granted in compliance with Federal and State law. Employees who are members of the National Guard, Organized Reserves, or any component part of the military, Naval, Air Force or Nurse Corps of this State or Nation, or who are or may be otherwise inducted into the military service of this State or of the United States, shall when ordered by proper authority to active State or Federal service be entitled to a leave of absence for a period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave of absence. The Employer may make a temporary appointment to fill any vacancy created by such leave of absence.

Section 4. Bereavement Leave.

As necessary, employees will be allowed up to three (3) consecutive workdays, including travel time, without loss of pay, in order to attend the funeral of a mother-in-law or father-in-law, son-in-law or daughter-in-law, grandparent or grandchild. In the case of a death in the immediate family, defined as parent, spouse, child, brother or sister, legal ward, or other resident family member of the employee's immediate household, bereavement leave of up to three (3) days will be allowed, as necessary and including travel time, to attend to funeral arrangements, comfort the immediate family and attend the funeral. Additions to the above list and an extension of up to two (2) additional days of bereavement leave may be granted at the discretion of the department head in extenuating circumstances and for good cause shown.

In the event of circumstances requiring more than the workdays as provided above for the attendance at the funeral of a family member, employees may utilize accumulated sick leave or excused leave of absence without pay with the approval of the Department Head.

An employee may be required to submit documentation of the need for bereavement leave.

Section 5. Medical Leave.

Employees who are disabled due to medical reasons will be granted a leave of absence not to exceed twelve (12) months. During the 12 month period, employees may exhaust all of their accumulated sick leave, vacation, holiday, or compensatory hours prior to applying for long term disability benefits. The City will continue the health insurance for the employee and his/her family for a period not to exceed twenty-four (24) months after the initial date that leave commenced. The employee may, however, as an option, apply for long term disability benefits after a 90-day waiting period in accordance with the provisions of the long term disability plan in lieu of their accumulated sick leave. Inability to work as a result of a pregnancy related disability will be considered as any other disability for purposes of eligibility for benefits for sick leave usage and long term disability.

An employee may request a six month extension of the leave of absence at least 14 days prior to the end of the twelve (12) month leave. The employer shall grant the extension if medical evidence indicates that the employee will be able to return to work within 6 months of the end of the original leave. The employer may deny the extension if a second opinion regarding the ability of the employee to return to work indicates that there is not sufficient medical evidence of the ability to return to work during the extension. The second opinion shall be paid for by the City. The second opinion shall be requested from a health care provider mutually agreed upon between the employee and the City.

Section 6. Jury Duty.

An employee who is called or required to serve on a jury during his/her scheduled work hours shall be paid the difference between his/her jury fees and his/her straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. The eligible employee shall present proof of call or service and must report immediately for work if he/she is discharged from the jury before the end of his/her scheduled hours of work.

Section 7. Civic Duty.

Employees elected to any political or legislative government office may request a leave of absence for a period necessary to fulfill their civic responsibility and shall be granted such leave without pay.

Section 8. Return from Leave.

Employees returning from medical or military leave of absence shall, in addition to accruing seniority during such leave, be returned to the position held at the time the leave commenced. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Employees on personal leave which duration exceeds thirty (30) days shall not accrue seniority and additionally, employees returning from a personal leave of absence of longer than thirty (30) days shall be returned to the position they previously held, if possible. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Section 9. Voting Time.

Employees whose work schedules are such that they provide less than three consecutive hours outside scheduled work hours while polls are open will be provided leave time for voting in national, state and local elections. Voting leave must be scheduled with the employee's supervisor.

Section 10. Insurance Benefits.

Employees on unpaid leaves of absence may continue any or all of their insurance plans by paying the premium for such plans at group rates.

Section 11. Union Conferences and Meetings.

- A. The Union shall be allowed up to one hundred four (104) hours off with pay for elected and appointed delegates who are required to attend the AFSCME Council 61 Conference, the Iowa Federation of Labor Conference or the AFSCME International Conference.
- B. In addition, one Union member elected to an office in Council 61 or the International shall be allowed one day off per month with pay for the purpose of attending meetings.
- C. It is understood that the Union will furnish the Employer reasonable advance notice of conferences and meetings, and approval for attendance will be based upon the Employer's operational needs during the requested time for leave.
- D. The Local President or his/her designee shall be allowed time off with pay to attend meetings, conferences and workshops sponsored by the Quad-City Area Labor Management Association (QCALM).

Section 12. Union Business Leave.

Employees who are elected or appointed to a State or National Union office may request a leave of absence for a period not to exceed two (2) years. Requests for such leaves will not be unreasonably denied by the Employer. Return from a Union business leave shall be in accordance with Section 8 of this Article.

Section 13. Family and Medical Leave Act.

Employees covered by this contract shall be covered under the Federal Government Family and Medical Leave Act. This act provides for certain guaranteed leaves of absence and in many circumstances, the ability to remain on the employer's insurance programs during the leave. Request for leave under the Family and Medical Leave Act shall be submitted to the Human Resources Department.

ARTICLE 17

Holidays

Section 1. Holidays.

The following days shall be recognized as holidays for employees:

New Year's Day
President's Day

Thanksgiving Day
Friday After Thanksgiving

Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Two (2) Floating Holidays
Labor Day	Veteran's Day
Martin Luther King Jr.'s Birthday	

At the beginning of each year the City shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

In addition to the aforementioned holidays, employees using forty (40) hours or less of sick leave in a fiscal year will be permitted eight (8) hours floating holiday. Such holiday will be scheduled with the approval of the Department Head.

Floating holidays will be scheduled with the approval of the Department Head. Requests for the use of floating holidays will be answered within one working day after receipt of written request by the supervisor who has authority to approve the leave. Floating holiday requests submitted with less than one (1) working day advance notice shall not be unreasonably denied provided workload allows.

Section 2. Eligibility for Holiday Pay.

In order to be eligible for holiday pay, the employee must work or be paid for the full scheduled working day immediately preceding and immediately following the day observed as a holiday unless the employee is excused in writing by his/her immediate supervisor with a copy to the employee. An employee on layoff or suspension or on unpaid leave of absence over a holiday shall not be eligible for holiday pay.

Section 3. Holiday Pay.

Eligible employees who perform no work on a holiday shall be paid eight (8) hours at their regular hourly rate of pay unless their regular work day is less than eight (8) hours, in which case the employee will receive their regular rate of hourly pay for the hours they normally work.

Section 4. Work on a Holiday.

Employees who work on a holiday will be paid, in addition to their holiday pay, time and one-half their regular hourly rate of pay for all hours worked. Employees may elect to receive their holiday premium pay as compensatory time off at the rate of time and one-half for all hours worked.

An employee who is scheduled to work on a holiday who fails to report as scheduled and is not excused shall receive no holiday pay.

ARTICLE 18
Vacations

Section 1. Amount of Vacation.

Employees covered by the agreement shall be entitled to vacations as of their anniversary date of employment in any year as follows:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>HOURS OF VACATION</u>
0 years - 3 years	80 hours
4 years - 5 years	96 hours
6 years - 8 years	120 hours
9 years - 12 years	144 hours
13 years - 16 years	160 hours
17 years - 20 years	184 hours
21 years - 24 years	200 hours
25 years and over	240 hours

In transition years, accrual at the next higher rate shall begin in the first pay period following the anniversary date which marks completion of the third, fifth, eighth, twelfth, sixteenth, twentieth or twenty-fourth year of service.

Section 2. Eligibility for Vacation Accrual.

In order to accrue vacation in any bi-weekly period an employee must work or be paid for at least fifty percent (50%) of normally scheduled hours during the pay period.

Section 3. Vacation Scheduling.

Vacation will be granted at the time requested by the employee unless the absence of the employee would create an operational hardship on the Employer. Vacation requests will either be approved or denied within three (3) working days after the receipt of a written request, by the supervisor who has authority to approve the leave request. Vacation requests of eight (8) hours or less to commence within a 24-hour period from the time of the request shall be answered promptly by the supervisor and shall not be unreasonably withheld provided workload allows.

With approval of the Employer, vacations may be granted in increments of one hour. Employees accrue vacation from the commencement of each payroll period, but can only access it once the payroll period is completed.

In the event it becomes necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority will have preference in the use of vacation time provided that employee had requested his/her vacation at least sixty (60) days in advance. With less than sixty (60) days notice, vacations will be on a first-come, first-serve basis.

During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 4. Vacation Accumulation.

The schedules for vacation dates for any year shall be from anniversary date to anniversary date. Employees may accrue greater than two hundred forty (240) vacation hours between anniversary dates, but upon the employee's anniversary date, no employee shall be allowed to carry over greater than 240 hours of vacation, unless approved by the Director of Human Resources. Said approval will consider vacations denied during the preceding year.

Section 5. Pay for Vacation Time Earned but Not Yet Taken.

If an employee is eligible to receive a paid vacation, and has vacation time earned but not yet taken, he/she shall be paid for such earned vacation upon termination of employment.

Section 6. Work During Vacation.

In the event an employee is requested to and does perform work during a vacation period, the employee will be paid time and one-half for all hours worked and shall be permitted to reschedule their vacation (with pay) to any other time the employee requests. If the employer cancels a vacation approved in writing, the employer shall reimburse the employee for only the employee's non-refundable portion of written and documented vacation expenditures.

Section 7. Holidays During Vacation.

In the event a paid holiday falls during an employee's vacation period, said holiday will not be charged against employee's vacation time.

Section 8. Paid Leaves During Vacation.

In the event an employee becomes eligible for and applies for any other paid leave provided by this agreement, during the employee's vacation period, such time will be charged to the appropriate leave and the employee's vacation time will be restored accordingly; except, in the case of sick leave the employee must produce evidence of a hospital stay due to a serious illness or injury, or a physician ordered quarantine of the employee or a member of the employee's immediate family.

ARTICLE 19
Group Insurance

The City and the Union will jointly seek to implement cost containment measures regarding the cost of providing group insurance, including costs of medical, dental, optical and prescription services, to each employee in this Union. Both parties recognize and understand that the spiraling cost of the health insurance program needs to be curtailed. To effectuate this cost containment, a cost containment committee will be formed. The Union will appoint one representative to this committee. The committee shall meet on a regular basis and shall determine ways which they believe will effectively contain the cost of the medical, dental, optical and prescription services. The City shall review the recommendations and determine which shall be implemented provided that no changes which are made shall breach any of the provisions of the terms of the applicable insurance contract language.

Section 1. Health Insurance.

The Employer shall continue the present health insurance plan, including DXL and prescription drug coverage. Effective July 1, 2006 through December 31, 2008, the City shall pay the cost of single coverage and of family coverage, if family coverage is elected, except that the employee shall contribute \$8.00 (eight dollars) each month for full benefit coverage for single coverage or \$25.00 (twenty-five dollars) each month for full benefit coverage for family coverage. Effective January 1, 2009, employees electing single coverage shall contribute \$20.00 (twenty dollars) each month for full benefit coverage for single coverage, employees electing coverage for the employee and one dependent shall contribute \$35 (thirty-five dollars) each month for full benefits coverage for the employee and one dependent coverage, or employees electing family coverage shall contribute \$50 (fifty dollars) each month for full benefit coverage for family coverage.

Employee premium share contributions shall be made through the Employer's Section 125 plan, unless the employee requests otherwise in writing. The monthly premium share amounts for employees electing coverage will be taken equally out of the first two paychecks each month.

(Changes effective 7/1/91 are summarized in letter of understanding contained in Appendix E. Changes effective 7/1/98 are summarized in letter of understanding contained in Appendix H. Changes effective 01/01/01 are summarized in letter of understanding contained in Appendix I. Changes effective 7/1/03 are summarized in letter of understanding contained in Appendix K. Changes effective 7/1/06 are summarized in letter of understanding contained in Appendix M.)

Section 2. Dental Insurance.

The Employer shall continue the present dental insurance plan for employees and their dependents and shall pay the cost of single and family contracts. Changes effective 07/01/06 are summarized in letter of understanding contained in Appendix M.

Section 3. Vision Insurance.

The Employer shall continue the present optical insurance plan for employees and their dependents and shall pay the cost of single and family contracts. Changes effective 07/01/06 are summarized in letter of understanding contained in Appendix M.

Section 4. Life Insurance.

Each employee shall be provided life insurance coverage in the minimum amount of twenty thousand dollars (\$20,000) or one times their annual salary whichever is greater, which the employee may convert, upon retirement, to a self-funded policy at privately offered premium rates. Each employee may elect to purchase additional life insurance through payroll deduction from the provider designated by the City. The cost of this insurance and the policy maximums will be established by the City. The City retains the right to self-insure the above life insurance benefit or contract for their provision.

Section 5. Long-Term Disability Insurance.

Each employee shall be provided long term disability insurance which shall pay 60% of gross wages (or a maximum benefit of 70% of gross wages from all sources combined) during a period of continuing disability for work, after an initial elimination period of 90 calendar days.

Section 6. Insurance Continuation.

Employees who are laid-off may continue their participation in the group insurance plans at their own expense for up to eighteen (18) months, provided the premium payments are made no later than the fifteenth day of the month prior to the month for which coverage is purchased.

Spouses and dependents who continue coverage because of death or divorce, or because of age, may continue their participation in the group insurance plan for up to 36 months at their own expense.

Employees who are retired may continue participation at their own expense, until they reach age 65, in any group health, dental, vision, or prescription insurance plan in which they are enrolled prior to retirement. Premium payments are due no later than the fifteenth day of the month prior to the month for which coverage is purchased.

Section 7. Change of Coverage.

Each November, employees shall be provided an open enrollment period to elect coverage under group insurance programs. The Employer shall notify each employee thirty (30) days in advance of such period. The open enrollment period will be no less than thirty (30) days in length.

A change in a spouse's insurance coverage which would result in a reduction of the employee's coverage or the coverage provided the employee's dependents, will be considered a significant event for insurance enrollment without medical underwriting.

Section 8. Insurance Administration.

The City retains the right to change insurance carriers or to self insure all or any portion of insurance benefits so long as the level of benefits remains substantially the same. The Union shall be provided a sixty (60) day notice to any change of carriers.

The Employer shall provide each employee with a description of all the above insurance plans and shall provide each employee with a permanent identification card.

ARTICLE 20
Health and Safety

Section 1. Accommodations and Equipment.

The Employer and the Union agree that safety is a common concern and that the parties agree to use reasonable means of protecting the health and safety of all employees. To this end, the Employer shall provide and maintain all buildings, facilities, grounds and equipment in accordance with applicable health and safety standards.

Section 2. Protective Clothing.

The Employer shall furnish protective clothing and equipment in accordance with applicable State and Federal regulations. In those operations or departments that employees are required by the Employer to wear safety shoes, the Employer will reimburse to the employee twenty dollars (\$20.00) for the purchase of one pair of safety shoes per year upon a receipt for the purchase of metatarsal shoes.

ARTICLE 21
Discipline and Discharge

Section 1. General.

Disciplinary action may be taken against any employee for just cause and may, depending on particular circumstances, include any of the following: oral reprimand, written reprimand, suspension, demotion or discharge. It is understood that grievances involving demotion, suspension or discharge may be initiated at the third step of the grievance.

Section 2. Consideration.

If the Employer has reason to reprimand an employee, such discipline shall occur, to the extent possible, in a manner that will not cause undue embarrassment to the employee. Copies of all written disciplinary actions shall be provided to the Union Steward and the Employee.

Section 3. Personnel Files.

The City shall keep a central personnel file for each employee. Supervisors may keep working files, but material not maintained in the central personnel file shall not provide the basis for discipline against an employee.

ARTICLE 22
Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with federal or state law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall, upon request of either party, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalidated provision.

ARTICLE 23
Period of Agreement

This Agreement shall be effective as of the 1st day of July 2006, and shall remain in full force and effect until the 30th day of June, 2009. It shall be automatically renewed from year to year thereafter, unless terminated or modified as here-in-after provided. If either party desires to modify this Agreement, said party shall notify the other party in writing no later than September 15, 2008. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date, which termination date shall not be before the anniversary date set forth in the preceding paragraph.

THIS AGREEMENT is executed as of 8/1/06, to become effective as provided in Article 23, Period of Agreement. The duly authorized representatives of the parties hereby affix their signatures to that effect.

AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, LOCAL #887

By Ty Cutkomp.
Title AFSCME/Iowa

By Michael J. Trayler
Title Pres./Negotiating Comm.

By Dr. Bay
Title Negotiating Comm.

By Steve Brundin
Title Negotiating Comm.

By Michelle Fess
Title Negotiating Comm.

By _____
Title Negotiating Comm.

THE CITY OF DAVENPORT

By Ed B. Wank
Title Mayor

By [Signature]
Title City Administrator

By [Signature]
Title Chief Negotiator

By [Signature]
Title Benefits Coordinator

By Alan Brand
Title Director of Finance

APPENDIX A

SALARY SCHEDULE

SALARY SCHEDULE II
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE
COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE July 01, 2006

CODE	GR	TITLE	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12	STEP #13	STEP #14
1111	5	CLERK AIDE	22333 10.737	22834 10.978	23356 11.229	23891 11.486	24430 11.745	24991 12.015	25563 12.290	26150 12.572	26753 12.862	27369 13.158	28051 13.486	28754 13.824		
1112	7	CLERK	23891 11.486	24430 11.745	24991 12.015	25563 12.290	26150 12.572	26753 12.862	27369 13.158	28003 13.463	28648 13.773	29313 14.093	30046 14.445	30794 14.805		
1113	12	SR CLERK	26753 12.862	27369 13.158	28003 13.463	28648 13.773	29313 14.093	29992 14.419	30686 14.753	31404 15.098	32136 15.450	32889 15.812	33706 16.205	34555 16.613		
1115	19	PRINCIPAL CLERK	31404 15.098	32136 15.450	32889 15.812	33656 16.181	34451 16.563	35283 16.963	36142 17.376	37045 17.810	37970 18.255	38925 18.714	39896 19.181	40893 19.660		
1141	14	POLICE SERVICES CLERK	28003 13.463	28648 13.773	29313 14.093	29992 14.419	30686 14.753	31404 15.098	32136 15.450	32889 15.812	33656 16.181	34451 16.563	35314 16.978	36196 17.402		
1144	12	PUBLIC INFO RECEPTIONIST	26753 12.862	27369 13.158	28003 13.463	28648 13.773	29313 14.093	29992 14.419	30686 14.753	31404 15.098	32136 15.450	32889 15.812	33706 16.205	34555 16.613		
1212	13	SR ACCOUNTING CLERK	27369 13.158	28003 13.463	28648 13.773	29313 14.093	29992 14.419	30686 14.753	31404 15.098	32136 15.450	32889 15.812	33656 16.181	34499 16.586	35360 17.000		
1213	12	PUBLIC SERV CASHIER	26753 12.862	27369 13.158	28003 13.463	28648 13.773	29313 14.093	29992 14.419	30686 14.753	31404 15.098	32136 15.450	32889 15.812	33706 16.205	34555 16.613		
1217	20	PRINCIPAL ACCOUNTING CLERK	32136 15.450	32889 15.812	33656 16.181	34451 16.563	35283 16.963	36142 17.376	37045 17.810	37970 18.255	38925 18.714	39896 19.181	40893 19.660	41910 20.149		
1219	19	BANK OPERATIONS COORDINATOR	31404 15.098	32136 15.450	32889 15.812	33656 16.181	34451 16.563	35283 16.963	36142 17.376	37045 17.810	37970 18.255	38925 18.714	39896 19.181	40893 19.660		
1229	24	ACCOUNTANT I	35283 16.963	36142 17.376	37045 17.810	37970 18.255	38925 18.714	39896 19.181	40893 19.660	41910 20.149	42956 20.652	44038 21.172	45140 21.702	46263 22.242		

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

APPENDIX A

SALARY SCHEDULE - Continued

SALARY SCHEDULE II
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE
COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE July 01, 2006

CODE	GR	TITLE	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12	STEP #13	STEP #14
1233	31	ACCOUNTANT II	41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997		
			20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441		
1240	26	PAYROLL & PAYABLES COORDINATOR	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608		
			17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369		
1331	9	DATA CONTROL CLERK	24991	25563	26150	26753	27369	28003	28648	29313	29992	30686	31452	32244		
			12.015	12.290	12.572	12.862	13.158	13.463	13.773	14.093	14.419	14.753	15.121	15.502		
1332	13	SR DATA CONTROL CLERK	27369	28003	28648	29313	29992	30686	31404	32136	32889	33656	34499	35360		
			13.158	13.463	13.773	14.093	14.419	14.753	15.098	15.450	15.812	16.181	16.586	17.000		
1333	27	PROGRAMMER ANALYST	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818		
			18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951		
1334	39	SR PROGRAMMER ANALYST	51434	52728	54040	55397	56780	58200	59648	61137	62672	64235	65849	67492		
			24.728	25.350	25.981	26.633	27.298	27.981	28.677	29.393	30.131	30.882	31.658	32.448		
1335	26	TECHNICAL SUPPORT SPECIALIST	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608		
			17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369		
1336	39	NETWORK ADMINISTRATOR	51434	52728	54040	55397	56780	58200	59648	61137	62672	64235	65849	67492		
			24.728	25.350	25.981	26.633	27.298	27.981	28.677	29.393	30.131	30.882	31.658	32.448		
1339	24	COMPUTER TECHNICIAN	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263		
			16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242		
1422	26	BUYER	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608		
			17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369		
3171	12	METER VIOLATIONS CHECKER	26753	27369	28003	28648	29313	29992	30686	31404	32136	32889	33706	34555		
			12.862	13.158	13.463	13.773	14.093	14.419	14.753	15.098	15.450	15.812	16.205	16.613		

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

APPENDIX A

SALARY SCHEDULE - Continued

SALARY SCHEDULE II
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE
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CODE	GR	TITLE	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12	STEP #13	STEP #14
4102	28	INVESTIGATIVE PARALEGAL														
		38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066			
		18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551			
4104	31	CIVIL RIGHTS HOUSING ANALYST														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
4212	22	HOUSING SPECIALIST														
		33656	34451	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038			
		16.181	16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172			
4213	28	HOUSING RESOURCES SPECIALIST														
		38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066			
		18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551			
5270	24	SOLID WASTE PROGRAM COORD														
		35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263			
		16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242			
5411	29	BLDG INSPECTOR														
		39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066	52345			
		19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166			
5413	29	CODE ENFORCEMENT OFFICER														
		39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066	52345			
		19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166			
5414	27	HOUSING INSPECTOR														
		37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818			
		18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951			
5417	31	PLANS EXAMINER														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5441	31	ELECTRICAL INSPECTOR														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5442	33	SR ELECTRICAL INSPECTOR														
		44038	45140	46263	47420	48608	49818	51066	52345	53652	54997	56370	57780			
		21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441	27.101	27.779			

* BASED ON 2080 HOURS ANNUALLY

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SALARY SCHEDULE - Continued

SALARY SCHEDULE 11
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
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COUNTY AND MUNICIPAL EMPLOYEES
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5443	31	PLUMBING INSPECTOR														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5444	33	SR PLUMBING INSPECTOR														
		44038	45140	46263	47420	48608	49818	51066	52345	53652	54997	56370	57780			
		21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441	27.101	27.779			
5445	31	MECHANICAL INSPECTOR														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5446	33	SR MECHANICAL INSPECTOR														
		44038	45140	46263	47420	48608	49818	51066	52345	53652	54997	56370	57780			
		21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441	27.101	27.779			
5447	34	COMBINATION INSPECTOR														
		45140	46263	47420	48608	49818	51066	52345	53652	54997	56370	57780	59224			
		21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441	27.101	27.779	28.473			
5511	23	TRAFFIC ENGR AIDE														
		34451	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140			
		16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702			
5512	26	TRAFFIC ENGR TECHNICIAN														
		37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608			
		17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369			
5513	31	GIS ANALYST														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5514	26	DRAFTING TECHNICIAN														
		37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608			
		17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369			
5515	24	CONSTRUCTION TECHNICIAN														
		35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263			
		16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242			
5516	23	ENGR AIDE														
		34451	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140			
		16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702			

* BASED ON 2080 HOURS ANNUALLY

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SALARY SCHEDULE - Continued

SALARY SCHEDULE II
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE
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EFFECTIVE July 01, 2006

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5518	31	PROJECT TECHNICIAN														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5519	27	CADD SUPPORT SPECIALIST														
		37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818			
		18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951			
5521	17	FIELD ENGINEERING TECHNICIAN														
		29992	30686	31404	32136	32889	33656	34451	35283	36142	37045	37970	38925			
		14.419	14.753	15.098	15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714			
5522	25	SURVEY TECHNICIAN														
		36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420			
		17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798			
5523	25	CONST INSPECTOR														
		36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420			
		17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798			
5524	31	SURVEY PARTY CHIEF														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5525	31	LEAD INSPECTOR														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
5526	28	SIDEWALK INSPECTOR														
		38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066			
		18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551			
5528	28	UTILITY SERV INSPECTOR														
		38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066			
		18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551			
5531	34	ENGINEER														
		45140	46263	47420	48608	49818	51066	52345	53652	54997	56370	57780	59224			
		21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441	27.101	27.779	28.473			
5539	31	SOIL EROSION INSPECTOR														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			

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APPENDIX A

SALARY SCHEDULE - Continued

SALARY SCHEDULE 11
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE
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EFFECTIVE July 01, 2006

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5611	19	PLANNING AIDE	31404	32136	32889	33656	34451	35283	36142	37045	37970	38925	39896	40893		
			15.098	15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660		
5612	28	ECONOMIC DEVELOPMENT ANALYST	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5613	28	PLANNER II	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5615	23	PLANNER I	34451	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140		
			16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702		
5631	28	REHABILITATION SPECIALIST	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5632	28	FINANCIAL SPECIALIST	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5635	28	NEIGHBORHOOD REDEV SPECIALIST	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5711	23	LABORATORY TECHNICIAN	34451	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140		
			16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702		
5713	28	CHEMIST	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818	51066		
			18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551		
5719	27	PRETREATMENT INSPECTOR	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608	49818		
			18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951		
6001	24	CIVILIAN CRIME SCENE TECH	35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263		
			16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242		

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6002	26	LEAD CIVILIAN CRIME SCENE TECH														
		37045	37970	38925	39896	40893	41910	42956	44038	45140	46263	47420	48608			
		17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242	22.798	23.369			
6004	19	POLICE IDENTIFICATION CLERK														
		31404	32136	32889	33656	34451	35283	36142	37045	37970	38925	39896	40893			
		15.098	15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660			
6007	20	STATISTICAL CLERK														
		32136	32889	33656	34451	35283	36142	37045	37970	38925	39896	40893	41910			
		15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149			
6012	16	COMMUNITY SERVICE SPECIALIST														
		29403	30079	30778	31489	32221	32972	33746	34534	35341	36177	37078	38006			
		14.136	14.461	14.797	15.139	15.491	15.852	16.224	16.603	16.991	17.393	17.826	18.272			
6017	14	NON-CONFIDENTIAL SECRETARY														
		28001	28648	29313	30010	30736	31481	32242	33018	33821	34651	35520	36410			
		13.462	13.773	14.093	14.428	14.777	15.135	15.501	15.874	16.260	16.659	17.077	17.505			
6018	24	ASSISTANT BUYER														
		35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263			
		16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242			
6024	31	SENIOR PERMIT TECHNICIAN														
		41910	42956	44038	45140	46263	47420	48608	49818	51066	52345	53652	54997			
		20.149	20.652	21.172	21.702	22.242	22.798	23.369	23.951	24.551	25.166	25.794	26.441			
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
		35283	36142	37045	37970	38925	39896	40893	41910	42956	44038	45140	46263			
		16.963	17.376	17.810	18.255	18.714	19.181	19.660	20.149	20.652	21.172	21.702	22.242			
6027	17	CUSTOMER SERVICE REP														
		29992	30686	31404	32136	32889	33656	34451	35283	36142	37045	37970	38925			
		14.419	14.753	15.098	15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714			
6036	18	ENGINEERING CLERK														
		30686	31404	32136	32889	33656	34451	35283	36142	37045	37970	38925	39896			
		14.753	15.098	15.450	15.812	16.181	16.563	16.963	17.376	17.810	18.255	18.714	19.181			

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1111	5	CLERK AIDE	22556	23063	23589	24130	24675	25241	25819	26412	27021	27643	28332	29041		
			10.844	11.088	11.341	11.601	11.863	12.135	12.413	12.698	12.991	13.290	13.621	13.962		
1112	7	CLERK	24130	24675	25241	25819	26412	27021	27643	28284	28933	29603	30343	31102		
			11.601	11.863	12.135	12.413	12.698	12.991	13.290	13.598	13.910	14.232	14.588	14.953		
1113	12	SR CLERK	27021	27643	28284	28933	29603	30291	30994	31718	32458	33218	34043	34900		
			12.991	13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.367	16.779		
1115	19	PRINCIPAL CLERK	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303		
			15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857		
1141	14	POLICE SERVICES CLERK	28284	28933	29603	30291	30994	31718	32458	33218	33993	34796	35668	36558		
			13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.343	16.729	17.148	17.576		
1144	12	PUBLIC INFO RECEPTIONIST	27021	27643	28284	28933	29603	30291	30994	31718	32458	33218	34043	34900		
			12.991	13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.367	16.779		
1212	13	SR ACCOUNTING CLERK	27643	28284	28933	29603	30291	30994	31718	32458	33218	33993	34844	35714		
			13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.343	16.752	17.170		
1213	12	PUBLIC SERV CASHIER	27021	27643	28284	28933	29603	30291	30994	31718	32458	33218	34043	34900		
			12.991	13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.367	16.779		
1217	20	PRINCIPAL ACCOUNTING CLERK	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303	42330		
			15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351		
1219	19	BANK OPERATIONS COORDINATOR	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303		
			15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857		
1229	24	ACCOUNTANT I	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725		
			17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464		
1233	31	ACCOUNTANT II	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		

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1240	26	PAYROLL & PAYABLES COORDINATOR														
			37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094		
			17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603		
1331	9	DATA CONTROL CLERK														
			25241	25819	26412	27021	27643	28284	28933	29603	30291	30994	31766	32567		
			12.135	12.413	12.698	12.991	13.290	13.598	13.910	14.232	14.563	14.901	15.272	15.657		
1332	13	SR DATA CONTROL CLERK														
			27643	28284	28933	29603	30291	30994	31718	32458	33218	33993	34844	35714		
			13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.343	16.752	17.170		
1333	27	PROGRAMMER ANALYST														
			38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317		
			18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191		
1334	39	SR PROGRAMMER ANALYST														
			51948	53256	54581	55950	57348	58783	60245	61749	63299	64877	66508	68168		
			24.975	25.604	26.241	26.899	27.571	28.261	28.964	29.687	30.432	31.191	31.975	32.773		
1335	26	COMPUTER OPERATION COORDINATOR														
			37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094		
			17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603		
1336	39	PC NETWORK ADMINISTRATOR														
			51948	53256	54581	55950	57348	58783	60245	61749	63299	64877	66508	68168		
			24.975	25.604	26.241	26.899	27.571	28.261	28.964	29.687	30.432	31.191	31.975	32.773		
1339	24	COMPUTER TECHNICIAN														
			35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725		
			17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464		
1422	26	BUYER														
			37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094		
			17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603		
3171	12	METER VIOLATIONS CHECKER														
			27021	27643	28284	28933	29603	30291	30994	31718	32458	33218	34043	34900		
			12.991	13.290	13.598	13.910	14.232	14.563	14.901	15.249	15.605	15.970	16.367	16.779		
4102	28	INVESTIGATIVE PARALEGAL														
			39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
4104	31	CIVIL RIGHTS HOUSING ANALYST														
			42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		

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4212	22	HOUSING SPECIALIST														
			33993	34796	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479		
			16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384		
4213	28	HOUSING RESOURCES SPECIALIST														
			39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
5270	24	SOLID WASTE PROGRAM COORD														
			35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725		
			17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464		
5411	29	BLDG INSPECTOR														
			40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869		
			19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418		
5413	29	CODE ENFORCEMENT OFFICER														
			40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869		
			19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418		
5414	27	HOUSING INSPECTOR														
			38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317		
			18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191		
5417	31	PLANS EXAMINER														
			42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5441	31	ELECTRICAL INSPECTOR														
			42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5442	33	SR ELECTRICAL INSPECTOR														
			44479	45592	46725	47894	49094	50317	51578	52869	54188	55546	56934	58359		
			21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705	27.372	28.057		
5443	31	PLUMBING INSPECTOR														
			42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5444	33	SR PLUMBING INSPECTOR														
			44479	45592	46725	47894	49094	50317	51578	52869	54188	55546	56934	58359		
			21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705	27.372	28.057		
5445	31	MECHANICAL INSPECTOR														
			42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		

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5446	33	SR MECHANICAL INSPECTOR														
		44479	45592	46725	47894	49094	50317	51578	52869	54188	55546	56934	58359			
		21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705	27.372	28.057			
5447	34	COMBINATION INSPECTOR														
		45592	46725	47894	49094	50317	51578	52869	54188	55546	56934	58359	59817			
		21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705	27.372	28.057	28.758			
5511	23	TRAFFIC ENGR AIDE														
		34796	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592			
		16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919			
5512	26	TRAFFIC ENGR TECHNICIAN														
		37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094			
		17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603			
5513	27	GIS ANALYST														
		42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546			
		20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705			
5514	26	DRAFTING TECHNICIAN														
		37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094			
		17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603			
5515	24	CONSTRUCTION TECHNICIAN														
		35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725			
		17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464			
5516	23	ENGR AIDE														
		34796	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592			
		16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919			
5518	31	PROJECT TECHNICIAN														
		42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546			
		20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705			
5519	27	CADD SUPPORT SPECIALIST														
		38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317			
		18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191			
5521	17	FIELD ENGINEERING TECHNICIAN														
		30291	30994	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314			
		14.563	14.901	15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901			
5522	25	SURVEY TECHNICIAN														
		36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894			
		17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026			

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5523	25	CONST INSPECTOR	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894		
			17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026		
5524	31	SURVEY PARTY CHIEF	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5525	31	LEAD INSPECTOR	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5526	28	SIDEWALK INSPECTOR	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
5528	28	UTILITY SERV INSPECTOR	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
5531	34	ENGINEER	45592	46725	47894	49094	50317	51578	52869	54188	55546	56934	58359	59817		
			21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705	27.372	28.057	28.758		
5539	31	SOIL EROSION INSPECTOR	42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546		
			20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705		
5611	19	PLANNING AIDE	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303		
			15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857		
5612	28	ECONOMIC DEVELOPMENT ANALYST	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
5613	28	PLANNER II	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		
5615	23	PLANNER I	34796	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592		
			16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919		
5631	28	REHABILITATION SPECIALIST	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578		
			18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797		

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5632	28	FINANCIAL SPECIALIST														
		39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578			
		18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797			
5635	28	NEIGHBORHOOD REDEV SPECIALIST														
		39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578			
		18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797			
5711	23	LABORATORY TECHNICIAN														
		34796	35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592			
		16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919			
5713	28	CHEMIST														
		39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317	51578			
		18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797			
5719	27	PRETREATMENT INSPECTOR														
		38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094	50317			
		18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191			
6001	24	CIVILIAN CRIME SCENE TECH														
		35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725			
		17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464			
6002	26	LEAD CIVILIAN CRIME SCENE TECH														
		37415	38351	39314	40296	41303	42330	43387	44479	45592	46725	47894	49094			
		17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464	23.026	23.603			
6004	19	POLICE IDENTIFICATION CLERK														
		31718	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303			
		15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857			
6007	20	STATISTICAL CLERK														
		32458	33218	33993	34796	35637	36504	37415	38351	39314	40296	41303	42330			
		15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351			
6012	16	COMMUNITY SERVICE SPECIALIST														
		29696	30380	31086	31803	32544	33303	34083	34877	35693	36539	37448	38386			
		14.277	14.606	14.945	15.290	15.646	16.011	16.386	16.768	17.160	17.567	18.004	18.455			
6017	14	NON-CONFIDENTIAL SECRETARY														
		28282	28933	29603	30310	31044	31795	32564	33349	34160	34998	35876	36774			
		13.597	13.910	14.232	14.572	14.925	15.286	15.656	16.033	16.423	16.826	17.248	17.680			
6018	24	ASSISTANT BUYER														
		35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725			
		17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464			

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6024	31	SENIOR PERMIT TECHNICIAN														
		42330	43387	44479	45592	46725	47894	49094	50317	51578	52869	54188	55546			
		20.351	20.859	21.384	21.919	22.464	23.026	23.603	24.191	24.797	25.418	26.052	26.705			
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
		35637	36504	37415	38351	39314	40296	41303	42330	43387	44479	45592	46725			
		17.133	17.550	17.988	18.438	18.901	19.373	19.857	20.351	20.859	21.384	21.919	22.464			
6027	17	CUSTOMER SERVICE REP														
		30291	30994	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314			
		14.563	14.901	15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901			
6036	18	ENGINEERING CLERK														
		30994	31718	32458	33218	33993	34796	35637	36504	37415	38351	39314	40296			
		14.901	15.249	15.605	15.970	16.343	16.729	17.133	17.550	17.988	18.438	18.901	19.373			

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1111	5	CLERK AIDE	23119	23639	24180	24733	25293	25871	26464	27073	27697	28334	29041	29767		
			11.115	11.365	11.625	11.891	12.160	12.438	12.723	13.016	13.316	13.622	13.962	14.311		
1112	7	CLERK	24733	25293	25871	26464	27073	27697	28334	28991	29657	30343	31102	31880		
			11.891	12.160	12.438	12.723	13.016	13.316	13.622	13.938	14.258	14.588	14.953	15.327		
1113	12	SR CLERK	27697	28334	28991	29657	30343	31048	31770	32510	33270	34048	34894	35774		
			13.316	13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.776	17.199		
1115	19	PRINCIPAL CLERK	32510	33270	34048	34844	35666	36527	37417	38351	39310	40298	41303	42334		
			15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353		
1141	14	POLICE SERVICES CLERK	28991	29657	30343	31048	31770	32510	33270	34048	34844	35666	36560	37471		
			13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.752	17.147	17.577	18.015		
1144	12	PUBLIC INFO RECEPTIONIST	27697	28334	28991	29657	30343	31048	31770	32510	33270	34048	34894	35774		
			13.316	13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.776	17.199		
1212	13	SR ACCOUNTING CLERK	28334	28991	29657	30343	31048	31770	32510	33270	34048	34844	35716	36606		
			13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.752	17.171	17.599		
1213	12	PUBLIC SERV CASHIER	27697	28334	28991	29657	30343	31048	31770	32510	33270	34048	34894	35774		
			13.316	13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.776	17.199		
1217	20	PRINCIPAL ACCOUNTING CLERK	33270	34048	34844	35666	36527	37417	38351	39310	40298	41303	42334	43389		
			15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860		
1219	19	BANK OPERATIONS COORDINATOR	32510	33270	34048	34844	35666	36527	37417	38351	39310	40298	41303	42334		
			15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353		
1229	24	ACCOUNTANT I	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894		
			17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026		
1233	31	ACCOUNTANT II	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936		
			20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373		

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1240	26	PAYROLL & PAYABLES COORDINATOR														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
1331	9	DATA CONTROL CLERK														
		25871	26464	27073	27697	28334	28991	29657	30343	31048	31770	32560	33380			
		12.438	12.723	13.016	13.316	13.622	13.938	14.258	14.588	14.927	15.274	15.654	16.048			
1332	13	SR DATA CONTROL CLERK														
		28334	28991	29657	30343	31048	31770	32510	33270	34048	34844	35716	36606			
		13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.752	17.171	17.599			
1333	27	PROGRAMMER ANALYST														
		39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576			
		18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796			
1334	39	SR PROGRAMMER ANALYST														
		53246	54588	55946	57350	58781	60253	61751	63292	64881	66500	68170	69871			
		25.599	26.244	26.897	27.572	28.260	28.968	29.688	30.429	31.193	31.971	32.774	33.592			
1335	26	COMPUTER OPERATION COORDINATOR														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
1336	39	PC NETWORK ADMINISTRATOR														
		53246	54588	55946	57350	58781	60253	61751	63292	64881	66500	68170	69871			
		25.599	26.244	26.897	27.572	28.260	28.968	29.688	30.429	31.193	31.971	32.774	33.592			
1339	24	COMPUTER TECHNICIAN														
		36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894			
		17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026			
1422	26	BUYER														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
3171	12	METER VIOLATIONS CHECKER														
		27697	28334	28991	29657	30343	31048	31770	32510	33270	34048	34894	35774			
		13.316	13.622	13.938	14.258	14.588	14.927	15.274	15.630	15.995	16.369	16.776	17.199			
4102	28	INVESTIGATIVE PARALEGAL														
		40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867			
		19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417			
4104	31	CIVIL RIGHTS HOUSING ANALYST														
		43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936			
		20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373			

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4212	22	HOUSING SPECIALIST	34844	35666	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592		
			16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919		
4213	28	HOUSING RESOURCES SPECIALIST	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867		
			19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417		
5270	24	SOLID WASTE PROGRAM COORD	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894		
			17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026		
5411	29	BLDG INSPECTOR	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192		
			19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054		
5413	29	CODE ENFORCEMENT OFFICER	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192		
			19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054		
5414	27	HOUSING INSPECTOR	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576		
			18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796		
5417	31	PLANS EXAMINER	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936		
			20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373		
5441	31	ELECTRICAL INSPECTOR	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936		
			20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373		
5442	33	SR ELECTRICAL INSPECTOR	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936	58356	59817		
			21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373	28.056	28.758		
5443	31	PLUMBING INSPECTOR	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936		
			20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373		
5444	33	SR PLUMBING INSPECTOR	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936	58356	59817		
			21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373	28.056	28.758		
5445	31	MECHANICAL INSPECTOR	43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936		
			20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373		

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5446	33	SR MECHANICAL INSPECTOR														
		45592	46731	47894	49092	50321	51576	52867	54192	55542	56936	58356	59817			
		21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373	28.056	28.758			
5447	34	COMBINATION INSPECTOR														
		46731	47894	49092	50321	51576	52867	54192	55542	56936	58356	59817	61312			
		22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373	28.056	28.758	29.477			
5511	23	TRAFFIC ENGR AIDE														
		35666	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731			
		17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467			
5512	26	TRAFFIC ENGR TECHNICIAN														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
5513	27	GIS ANALYST														
		43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936			
		20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373			
5514	26	DRAFTING TECHNICIAN														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
5515	24	CONSTRUCTION TECHNICIAN														
		36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894			
		17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026			
5516	23	ENGR AIDE														
		35666	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731			
		17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467			
5518	31	PROJECT TECHNICIAN														
		43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936			
		20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373			
5519	27	CADD SUPPORT SPECIALIST														
		39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576			
		18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796			
5521	17	FIELD ENGINEERING TECHNICIAN														
		31048	31770	32510	33270	34048	34844	35666	36527	37417	38351	39310	40298			
		14.927	15.274	15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374			
5522	25	SURVEY TECHNICIAN														
		37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092			
		17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602			

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5523	25	CONST INSPECTOR	37417 17.989	38351 18.438	39310 18.899	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602		
5524	31	SURVEY PARTY CHIEF	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417	54192 26.054	55542 26.703	56936 27.373		
5525	31	LEAD INSPECTOR	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417	54192 26.054	55542 26.703	56936 27.373		
5526	28	SIDEWALK INSPECTOR	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417		
5528	28	UTILITY SERV INSPECTOR	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417		
5531	34	ENGINEER	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417	54192 26.054	55542 26.703	56936 27.373	58356 28.056	59817 28.758	61312 29.477		
5539	31	SOIL EROSION INSPECTOR	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417	54192 26.054	55542 26.703	56936 27.373		
5611	19	PLANNING AIDE	32510 15.630	33270 15.995	34048 16.369	34844 16.752	35666 17.147	36527 17.561	37417 17.989	38351 18.438	39310 18.899	40298 19.374	41303 19.857	42334 20.353		
5612	28	ECONOMIC DEVELOPMENT ANALYST	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417		
5613	28	PLANNER II	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417		
5615	23	PLANNER I	35666 17.147	36527 17.561	37417 17.989	38351 18.438	39310 18.899	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467		
5631	28	REHABILITATION SPECIALIST	40298 19.374	41303 19.857	42334 20.353	43389 20.860	44472 21.381	45592 21.919	46731 22.467	47894 23.026	49092 23.602	50321 24.193	51576 24.796	52867 25.417		

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5632	28	FINANCIAL SPECIALIST														
		40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867			
		19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417			
5635	28	NEIGHBORHOOD REDEV SPECIALIST														
		40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867			
		19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417			
5711	23	LABORATORY TECHNICIAN														
		35666	36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731			
		17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467			
5713	28	CHEMIST														
		40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576	52867			
		19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417			
5719	27	PRETREATMENT INSPECTOR														
		39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321	51576			
		18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796			
6001	24	CIVILIAN CRIME SCENE TECH														
		36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894			
		17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026			
6002	26	LEAD CIVILIAN CRIME SCENE TECH														
		38351	39310	40298	41303	42334	43389	44472	45592	46731	47894	49092	50321			
		18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026	23.602	24.193			
6004	19	POLICE IDENTIFICATION CLERK														
		32510	33270	34048	34844	35666	36527	37417	38351	39310	40298	41303	42334			
		15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353			
6007	20	STATISTICAL CLERK														
		33270	34048	34844	35666	36527	37417	38351	39310	40298	41303	42334	43389			
		15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860			
6012	16	COMMUNITY SERVICE SPECIALIST														
		30439	31140	31864	32598	33357	34135	34936	35749	36585	37452	38384	39345			
		14.634	14.971	15.319	15.672	16.037	16.411	16.796	17.187	17.589	18.006	18.454	18.916			
6017	14	NON-CONFIDENTIAL SECRETARY														
		28989	29657	30343	31067	31820	32589	33378	34183	35015	35874	36772	37694			
		13.937	14.258	14.588	14.936	15.298	15.668	16.047	16.434	16.834	17.247	17.679	18.122			
6018	24	ASSISTANT BUYER														
		36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894			
		17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026			

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6024	31	SENIOR PERMIT TECHNICIAN														
		43389	44472	45592	46731	47894	49092	50321	51576	52867	54192	55542	56936			
		20.860	21.381	21.919	22.467	23.026	23.602	24.193	24.796	25.417	26.054	26.703	27.373			
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
		36527	37417	38351	39310	40298	41303	42334	43389	44472	45592	46731	47894			
		17.561	17.989	18.438	18.899	19.374	19.857	20.353	20.860	21.381	21.919	22.467	23.026			
6027	17	CUSTOMER SERVICE REP														
		31048	31770	32510	33270	34048	34844	35666	36527	37417	38351	39310	40298			
		14.927	15.274	15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374			
6036	18	ENGINEERING CLERK														
		31770	32510	33270	34048	34844	35666	36527	37417	38351	39310	40298	41303			
		15.274	15.630	15.995	16.369	16.752	17.147	17.561	17.989	18.438	18.899	19.374	19.857			

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1111	5	CLERK AIDE	23467	23995	24542	25104	25671	26260	26861	27479	28113	28758	29476	30214		
			11.282	11.536	11.799	12.069	12.342	12.625	12.914	13.211	13.516	13.826	14.171	14.526		
1112	7	CLERK	25104	25671	26260	26861	27479	28113	28758	29426	30102	30799	31568	32359		
			12.069	12.342	12.625	12.914	13.211	13.516	13.826	14.147	14.472	14.807	15.177	15.557		
1113	12	SR CLERK	28113	28758	29426	30102	30799	31514	32246	32999	33769	34559	35418	36311		
			13.516	13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.028	17.457		
1115	19	PRINCIPAL CLERK	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969		
			15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658		
1141	14	POLICE SERVICES CLERK	29426	30102	30799	31514	32246	32999	33769	34559	35366	36200	37109	38033		
			14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.003	17.404	17.841	18.285		
1144	12	PUBLIC INFO RECEPTIONIST	28113	28758	29426	30102	30799	31514	32246	32999	33769	34559	35418	36311		
			13.516	13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.028	17.457		
1212	13	SR ACCOUNTING CLERK	28758	29426	30102	30799	31514	32246	32999	33769	34559	35366	36252	37155		
			13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.003	17.429	17.863		
1213	12	PUBLIC SERV CASHIER	28113	28758	29426	30102	30799	31514	32246	32999	33769	34559	35418	36311		
			13.516	13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.028	17.457		
1217	20	PRINCIPAL ACCOUNTING CLERK	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969	44040		
			16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173		
1219	19	BANK OPERATIONS COORDINATOR	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969		
			15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658		
1229	24	ACCOUNTANT I	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612		
			17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371		
1233	31	ACCOUNTANT II	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791		
			21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784		

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1240	26	PAYROLL & PAYABLES COORDINATOR														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
1331	9	DATA CONTROL CLERK														
		26260	26861	27479	28113	28758	29426	30102	30799	31514	32246	33049	33881			
		12.625	12.914	13.211	13.516	13.826	14.147	14.472	14.807	15.151	15.503	15.889	16.289			
1332	13	SR DATA CONTROL CLERK														
		28758	29426	30102	30799	31514	32246	32999	33769	34559	35366	36252	37155			
		13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.003	17.429	17.863			
1333	27	PROGRAMMER ANALYST														
		39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349			
		19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168			
1334	39	SR PROGRAMMER ANALYST														
		54045	55407	56786	58211	59663	61158	62677	64241	65855	67498	69193	70920			
		25.983	26.638	27.301	27.986	28.684	29.403	30.133	30.885	31.661	32.451	33.266	34.096			
1335	26	COMPUTER OPERATION COORDINATOR														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
1336	39	PC NETWORK ADMINISTRATOR														
		54045	55407	56786	58211	59663	61158	62677	64241	65855	67498	69193	70920			
		25.983	26.638	27.301	27.986	28.684	29.403	30.133	30.885	31.661	32.451	33.266	34.096			
1339	24	COMPUTER TECHNICIAN														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			
1422	26	BUYER														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
3171	12	METER VIOLATIONS CHECKER														
		28113	28758	29426	30102	30799	31514	32246	32999	33769	34559	35418	36311			
		13.516	13.826	14.147	14.472	14.807	15.151	15.503	15.865	16.235	16.615	17.028	17.457			
4102	28	INVESTIGATIVE PARALEGAL														
		40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660			
		19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798			
4104	31	CIVIL RIGHTS HOUSING ANALYST														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			

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4212	22	HOUSING SPECIALIST														
		35366	36200	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276			
		17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248			
4213	28	HOUSING RESOURCES SPECIALIST														
		40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660			
		19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798			
5270	24	SOLID WASTE PROGRAM COORD														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			
5411	29	BLDG INSPECTOR														
		41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006			
		20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445			
5413	29	CODE ENFORCEMENT OFFICER														
		41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006			
		20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445			
5414	27	HOUSING INSPECTOR														
		39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349			
		19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168			
5417	31	PLANS EXAMINER														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
5441	31	ELECTRICAL INSPECTOR														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
5442	33	SR ELECTRICAL INSPECTOR														
		46276	47432	48612	49828	51076	52349	53660	55006	56376	57791	59232	60713			
		22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784	28.477	29.189			
5443	31	PLUMBING INSPECTOR														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
5444	33	SR PLUMBING INSPECTOR														
		46276	47432	48612	49828	51076	52349	53660	55006	56376	57791	59232	60713			
		22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784	28.477	29.189			
5445	31	MECHANICAL INSPECTOR														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			

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5446	33	SR MECHANICAL INSPECTOR														
		46276	47432	48612	49828	51076	52349	53660	55006	56376	57791	59232	60713			
		22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784	28.477	29.189			
5447	34	COMBINATION INSPECTOR														
		47432	48612	49828	51076	52349	53660	55006	56376	57791	59232	60713	62232			
		22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784	28.477	29.189	29.919			
5511	23	TRAFFIC ENGR AIDE														
		36200	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432			
		17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804			
5512	26	TRAFFIC ENGR TECHNICIAN														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
5513	27	GIS ANALYST														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
5514	26	DRAFTING TECHNICIAN														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
5515	24	CONSTRUCTION TECHNICIAN														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			
5516	23	ENGR AIDE														
		36200	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432			
		17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804			
5518	31	PROJECT TECHNICIAN														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
5519	27	CADD SUPPORT SPECIALIST														
		39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349			
		19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168			
5521	17	FIELD ENGINEERING TECHNICIAN														
		31514	32246	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903			
		15.151	15.503	15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665			
5522	25	SURVEY TECHNICIAN														
		37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828			
		18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956			

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5523	25	CONST INSPECTOR	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828		
			18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956		
5524	31	SURVEY PARTY CHIEF	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791		
			21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784		
5525	31	LEAD INSPECTOR	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791		
			21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784		
5526	28	SIDEWALK INSPECTOR	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660		
			19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798		
5528	28	UTILITY SERV INSPECTOR	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660		
			19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798		
5531	34	ENGINEER	47432	48612	49828	51076	52349	53660	55006	56376	57791	59232	60713	62232		
			22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784	28.477	29.189	29.919		
5539	31	SOIL EROSION INSPECTOR	44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791		
			21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784		
5611	19	PLANNING AIDE	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969		
			15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658		
5612	28	ECONOMIC DEVELOPMENT ANALYST	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660		
			19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798		
5613	28	PLANNER II	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660		
			19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798		
5615	23	PLANNER I	36200	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432		
			17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804		
5631	28	REHABILITATION SPECIALIST	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660		
			19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798		

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5632	28	FINANCIAL SPECIALIST														
		40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660			
		19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798			
5635	28	NEIGHBORHOOD REDEV SPECIALIST														
		40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660			
		19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798			
5711	23	LABORATORY TECHNICIAN														
		36200	37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432			
		17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804			
5713	28	CHEMIST														
		40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349	53660			
		19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798			
5719	27	PRETREATMENT INSPECTOR														
		39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076	52349			
		19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168			
6001	24	CIVILIAN CRIME SCENE TECH														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			
6002	26	LEAD CIVILIAN CRIME SCENE TECH														
		38927	39901	40903	41922	42969	44040	45140	46276	47432	48612	49828	51076			
		18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371	23.956	24.556			
6004	19	POLICE IDENTIFICATION CLERK														
		32999	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969			
		15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658			
6007	20	STATISTICAL CLERK														
		33769	34559	35366	36200	37074	37979	38927	39901	40903	41922	42969	44040			
		16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173			
6012	16	COMMUNITY SERVICE SPECIALIST														
		30896	31608	32342	33087	33858	34647	35460	36286	37134	38014	38960	39936			
		14.854	15.196	15.549	15.907	16.278	16.657	17.048	17.445	17.853	18.276	18.731	19.200			
6017	14	NON-CONFIDENTIAL SECRETARY														
		29424	30102	30799	31533	32298	33078	33879	34696	35541	36412	37324	38260			
		14.146	14.472	14.807	15.160	15.528	15.903	16.288	16.681	17.087	17.506	17.944	18.394			
6018	24	ASSISTANT BUYER														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			

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6024	31	SENIOR PERMIT TECHNICIAN														
		44040	45140	46276	47432	48612	49828	51076	52349	53660	55006	56376	57791			
		21.173	21.702	22.248	22.804	23.371	23.956	24.556	25.168	25.798	26.445	27.104	27.784			
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
		37074	37979	38927	39901	40903	41922	42969	44040	45140	46276	47432	48612			
		17.824	18.259	18.715	19.183	19.665	20.155	20.658	21.173	21.702	22.248	22.804	23.371			
6027	17	CUSTOMER SERVICE REP														
		31514	32246	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903			
		15.151	15.503	15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665			
6036	18	ENGINEERING CLERK														
		32246	32999	33769	34559	35366	36200	37074	37979	38927	39901	40903	41922			
		15.503	15.865	16.235	16.615	17.003	17.404	17.824	18.259	18.715	19.183	19.665	20.155			

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1111	5	CLERK AIDE	24053	24594	25156	25732	26314	26917	27533	28165	28816	29478	30212	30969		
			11.564	11.824	12.094	12.371	12.651	12.941	13.237	13.541	13.854	14.172	14.525	14.889		
1112	7	CLERK	25732	26314	26917	27533	28165	28816	29478	30162	30855	31568	32356	33168		
			12.371	12.651	12.941	13.237	13.541	13.854	14.172	14.501	14.834	15.177	15.556	15.946		
1113	12	SR CLERK	28816	29478	30162	30855	31568	32302	33053	33825	34613	35422	36304	37217		
			13.854	14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.454	17.893		
1115	19	PRINCIPAL CLERK	33825	34613	35422	36250	37105	38002	38929	39901	40899	41927	42971	44044		
			16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175		
1141	14	POLICE SERVICES CLERK	30162	30855	31568	32302	33053	33825	34613	35422	36250	37105	38037	38983		
			14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.428	17.839	18.287	18.742		
1144	12	PUBLIC INFO RECEPTIONIST	28816	29478	30162	30855	31568	32302	33053	33825	34613	35422	36304	37217		
			13.854	14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.454	17.893		
1212	13	SR ACCOUNTING CLERK	29478	30162	30855	31568	32302	33053	33825	34613	35422	36250	37159	38085		
			14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.428	17.865	18.310		
1213	12	PUBLIC SERV CASHIER	28816	29478	30162	30855	31568	32302	33053	33825	34613	35422	36304	37217		
			13.854	14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.454	17.893		
1217	20	PRINCIPAL ACCOUNTING CLERK	34613	35422	36250	37105	38002	38929	39901	40899	41927	42971	44044	45140		
			16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702		
1219	19	BANK OPERATIONS COORDINATOR	33825	34613	35422	36250	37105	38002	38929	39901	40899	41927	42971	44044		
			16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175		
1229	24	ACCOUNTANT I	38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826		
			18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955		
1233	31	ACCOUNTANT II	45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		

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1240	26	PAYROLL & PAYABLES COORDINATOR														
		39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354			
		19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170			
1331	9	DATA CONTROL CLERK														
		26917	27533	28165	28816	29478	30162	30855	31568	32302	33053	33875	34728			
		12.941	13.237	13.541	13.854	14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641			
1332	13	SR DATA CONTROL CLERK														
		29478	30162	30855	31568	32302	33053	33825	34613	35422	36250	37159	38085			
		14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.428	17.865	18.310			
1333	27	PROGRAMMER ANALYST														
		40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658			
		19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797			
1334	39	SR PROGRAMMER ANALYST														
		55397	56792	58207	59667	61154	62687	64243	65847	67502	69185	70924	72692			
		26.633	27.304	27.984	28.686	29.401	30.138	30.886	31.657	32.453	33.262	34.098	34.948			
1335	26	COMPUTER OPERATION COORDINATOR														
		39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354			
		19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170			
1336	39	PC NETWORK ADMINISTRATOR														
		55397	56792	58207	59667	61154	62687	64243	65847	67502	69185	70924	72692			
		26.633	27.304	27.984	28.686	29.401	30.138	30.886	31.657	32.453	33.262	34.098	34.948			
1339	24	COMPUTER TECHNICIAN														
		38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826			
		18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955			
1422	26	BUYER														
		39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354			
		19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170			
3171	12	METER VIOLATIONS CHECKER														
		28816	29478	30162	30855	31568	32302	33053	33825	34613	35422	36304	37217			
		13.854	14.172	14.501	14.834	15.177	15.530	15.891	16.262	16.641	17.030	17.454	17.893			
4102	28	INVESTIGATIVE PARALEGAL														
		41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001			
		20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443			
4104	31	CIVIL RIGHTS HOUSING ANALYST														
		45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236			
		21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479			

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4212	22	HOUSING SPECIALIST														
			36250	37105	38002	38929	39901	40899	41927	42971	44044	45140	46270	47432		
			17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804		
4213	28	HOUSING RESOURCES SPECIALIST														
			41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001		
			20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443		
5270	24	SOLID WASTE PROGRAM COORD														
			38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826		
			18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955		
5411	29	BLDG INSPECTOR														
			42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001	56380		
			20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106		
5413	29	CODE ENFORCEMENT OFFICER														
			42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001	56380		
			20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106		
5414	27	HOUSING INSPECTOR														
			40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658		
			19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797		
5417	31	PLANS EXAMINER														
			45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		
5441	31	ELECTRICAL INSPECTOR														
			45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		
5442	33	SR ELECTRICAL INSPECTOR														
			47432	48618	49826	51074	52354	53658	55001	56380	57787	59236	60713	62232		
			22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479	29.189	29.919		
5443	31	PLUMBING INSPECTOR														
			45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		
5444	33	SR PLUMBING INSPECTOR														
			47432	48618	49826	51074	52354	53658	55001	56380	57787	59236	60713	62232		
			22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479	29.189	29.919		
5445	31	MECHANICAL INSPECTOR														
			45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		

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5446	33	SR MECHANICAL INSPECTOR														
		47432	48618	49826	51074	52354	53658	55001	56380	57787	59236	60713	62232			
		22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479	29.189	29.919			
5447	34	COMBINATION INSPECTOR														
		48618	49826	51074	52354	53658	55001	56380	57787	59236	60713	62232	63787			
		23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479	29.189	29.919	30.667			
5511	23	TRAFFIC ENGR AIDE														
		37105	38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618			
		17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374			
5512	26	TRAFFIC ENGR TECHNICIAN														
		39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354			
		19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170			
5513	27	GIS ANALYST														
		45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236			
		21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479			
5514	26	DRAFTING TECHNICIAN														
		39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354			
		19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170			
5515	24	CONSTRUCTION TECHNICIAN														
		38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826			
		18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955			
5516	23	ENGR AIDE														
		37105	38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618			
		17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374			
5518	31	PROJECT TECHNICIAN														
		45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236			
		21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479			
5519	27	CADD SUPPORT SPECIALIST														
		40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658			
		19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797			
5521	17	FIELD ENGINEERING TECHNICIAN														
		32302	33053	33825	34613	35422	36250	37105	38002	38929	39901	40899	41927			
		15.530	15.891	16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157			
5522	25	SURVEY TECHNICIAN														
		38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074			
		18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555			

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5523	25	CONST INSPECTOR	38929 18.716	39901 19.183	40899 19.663	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555		
5524	31	SURVEY PARTY CHIEF	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443	56380 27.106	57787 27.782	59236 28.479		
5525	31	LEAD INSPECTOR	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443	56380 27.106	57787 27.782	59236 28.479		
5526	28	SIDEWALK INSPECTOR	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443		
5528	28	UTILITY SERV INSPECTOR	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443		
5531	34	ENGINEER	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443	56380 27.106	57787 27.782	59236 28.479	60713 29.189	62232 29.919	63787 30.667		
5539	31	SOIL EROSION INSPECTOR	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443	56380 27.106	57787 27.782	59236 28.479		
5611	19	PLANNING AIDE	33825 16.262	34613 16.641	35422 17.030	36250 17.428	37105 17.839	38002 18.270	38929 18.716	39901 19.183	40899 19.663	41927 20.157	42971 20.659	44044 21.175		
5612	28	ECONOMIC DEVELOPMENT ANALYST	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443		
5613	28	PLANNER II	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443		
5615	23	PLANNER I	37105 17.839	38002 18.270	38929 18.716	39901 19.183	40899 19.663	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374		
5631	28	REHABILITATION SPECIALIST	41927 20.157	42971 20.659	44044 21.175	45140 21.702	46270 22.245	47432 22.804	48618 23.374	49826 23.955	51074 24.555	52354 25.170	53658 25.797	55001 26.443		

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5632	28	FINANCIAL SPECIALIST														
			41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001		
			20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443		
5635	28	NEIGHBORHOOD REDEV SPECIALIST														
			41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001		
			20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443		
5711	23	LABORATORY TECHNICIAN														
			37105	38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618		
			17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374		
5713	28	CHEMIST														
			41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658	55001		
			20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443		
5719	27	PRETREATMENT INSPECTOR														
			40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354	53658		
			19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797		
6001	24	CIVILIAN CRIME SCENE TECH														
			38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826		
			18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955		
6002	26	LEAD CIVILIAN CRIME SCENE TECH														
			39901	40899	41927	42971	44044	45140	46270	47432	48618	49826	51074	52354		
			19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955	24.555	25.170		
6004	19	POLICE IDENTIFICATION CLERK														
			33825	34613	35422	36250	37105	38002	38929	39901	40899	41927	42971	44044		
			16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175		
6007	20	STATISTICAL CLERK														
			34613	35422	36250	37105	38002	38929	39901	40899	41927	42971	44044	45140		
			16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702		
6012	16	COMMUNITY SERVICE SPECIALIST														
			31668	32398	33151	33914	34705	35512	36346	37192	38062	38965	39934	40934		
			15.225	15.576	15.938	16.305	16.685	17.073	17.474	17.881	18.299	18.733	19.199	19.680		
6017	14	NON-CONFIDENTIAL SECRETARY														
			30160	30855	31568	32321	33105	33906	34726	35564	36429	37324	38257	39216		
			14.500	14.834	15.177	15.539	15.916	16.301	16.695	17.098	17.514	17.944	18.393	18.854		
6018	24	ASSISTANT BUYER														
			38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826		
			18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955		

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6024	31	SENIOR PERMIT TECHNICIAN														
			45140	46270	47432	48618	49826	51074	52354	53658	55001	56380	57787	59236		
			21.702	22.245	22.804	23.374	23.955	24.555	25.170	25.797	26.443	27.106	27.782	28.479		
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
			38002	38929	39901	40899	41927	42971	44044	45140	46270	47432	48618	49826		
			18.270	18.716	19.183	19.663	20.157	20.659	21.175	21.702	22.245	22.804	23.374	23.955		
6027	17	CUSTOMER SERVICE REP														
			32302	33053	33825	34613	35422	36250	37105	38002	38929	39901	40899	41927		
			15.530	15.891	16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157		
6036	18	ENGINEERING CLERK														
			33053	33825	34613	35422	36250	37105	38002	38929	39901	40899	41927	42971		
			15.891	16.262	16.641	17.030	17.428	17.839	18.270	18.716	19.183	19.663	20.157	20.659		

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1111	5	CLERK AIDE	24415	24962	25532	26119	26709	27321	27947	28588	29249	29921	30665	31433		
			11.738	12.001	12.275	12.557	12.841	13.135	13.436	13.744	14.062	14.385	14.743	15.112		
1112	7	CLERK	26119	26709	27321	27947	28588	29249	29921	30616	31319	32042	32841	33665		
			12.557	12.841	13.135	13.436	13.744	14.062	14.385	14.719	15.057	15.405	15.789	16.185		
1113	12	SR CLERK	29249	29921	30616	31319	32042	32787	33548	34332	35133	35955	36849	37775		
			14.062	14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.716	18.161		
1115	19	PRINCIPAL CLERK	34332	35133	35955	36793	37663	38572	39514	40500	41513	42555	43616	44705		
			16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493		
1141	14	POLICE SERVICES CLERK	30616	31319	32042	32787	33548	34332	35133	35955	36793	37663	38607	39568		
			14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.689	18.107	18.561	19.023		
1144	12	PUBLIC INFO RECEPTIONIST	29249	29921	30616	31319	32042	32787	33548	34332	35133	35955	36849	37775		
			14.062	14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.716	18.161		
1212	13	SR ACCOUNTING CLERK	29921	30616	31319	32042	32787	33548	34332	35133	35955	36793	37717	38657		
			14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.689	18.133	18.585		
1213	12	PUBLIC SERV CASHIER	29249	29921	30616	31319	32042	32787	33548	34332	35133	35955	36849	37775		
			14.062	14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.716	18.161		
1217	20	PRINCIPAL ACCOUNTING CLERK	35133	35955	36793	37663	38572	39514	40500	41513	42555	43616	44705	45818		
			16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028		
1219	19	BANK OPERATIONS COORDINATOR	34332	35133	35955	36793	37663	38572	39514	40500	41513	42555	43616	44705		
			16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493		
1229	24	ACCOUNTANT I	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573		
			18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314		
1233	31	ACCOUNTANT II	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124		
			22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906		

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1240	26	PAYROLL & PAYABLES COORDINATOR														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
1331	9	DATA CONTROL CLERK														
		27321	27947	28588	29249	29921	30616	31319	32042	32787	33548	34382	35248			
		13.135	13.436	13.744	14.062	14.385	14.719	15.057	15.405	15.763	16.129	16.530	16.946			
1332	13	SR DATA CONTROL CLERK														
		29921	30616	31319	32042	32787	33548	34332	35133	35955	36793	37717	38657			
		14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.689	18.133	18.585			
1333	27	PROGRAMMER ANALYST														
		41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463			
		19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184			
1334	39	SR PROGRAMMER ANALYST														
		56229	57645	59080	60561	62071	63627	65206	66835	68515	70223	71989	73782			
		27.033	27.714	28.404	29.116	29.842	30.590	31.349	32.132	32.940	33.761	34.610	35.472			
1335	26	COMPUTER OPERATION COORDINATOR														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
1336	39	PC NETWORK ADMINISTRATOR														
		56229	57645	59080	60561	62071	63627	65206	66835	68515	70223	71989	73782			
		27.033	27.714	28.404	29.116	29.842	30.590	31.349	32.132	32.940	33.761	34.610	35.472			
1339	24	COMPUTER TECHNICIAN														
		38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573			
		18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314			
1422	26	BUYER														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
3171	12	METER VIOLATIONS CHECKER														
		29249	29921	30616	31319	32042	32787	33548	34332	35133	35955	36849	37775			
		14.062	14.385	14.719	15.057	15.405	15.763	16.129	16.506	16.891	17.286	17.716	18.161			
4102	28	INVESTIGATIVE PARALEGAL														
		42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827			
		20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840			
4104	31	CIVIL RIGHTS HOUSING ANALYST														
		45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124			
		22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906			

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4212	22	HOUSING SPECIALIST	36793	37663	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144		
			17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146		
4213	28	HOUSING RESOURCES SPECIALIST	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827		
			20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840		
5270	24	SOLID WASTE PROGRAM COORD	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573		
			18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314		
5411	29	BLOG INSPECTOR	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227		
			20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513		
5413	29	CODE ENFORCEMENT OFFICER	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227		
			20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513		
5414	27	HOUSING INSPECTOR	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463		
			19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184		
5417	31	PLANS EXAMINER	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124		
			22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906		
5441	31	ELECTRICAL INSPECTOR	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124		
			22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906		
5442	33	SR ELECTRICAL INSPECTOR	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124	61624	63165		
			23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906	29.627	30.368		
5443	31	PLUMBING INSPECTOR	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124		
			22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906		
5444	33	SR PLUMBING INSPECTOR	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124	61624	63165		
			23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906	29.627	30.368		
5445	31	MECHANICAL INSPECTOR	45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124		
			22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906		

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5446	33	SR MECHANICAL INSPECTOR														
		48144	49348	50573	51840	53140	54463	55827	57227	58654	60124	61624	63165			
		23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906	29.627	30.368			
5447	34	COMBINATION INSPECTOR														
		49348	50573	51840	53140	54463	55827	57227	58654	60124	61624	63165	64744			
		23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906	29.627	30.368	31.127			
5511	23	TRAFFIC ENGR AIDE														
		37663	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348			
		18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725			
5512	26	TRAFFIC ENGR TECHNICIAN														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
5513	27	GIS ANALYST														
		45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124			
		22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906			
5514	26	DRAFTING TECHNICIAN														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
5515	24	CONSTRUCTION TECHNICIAN														
		38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573			
		18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314			
5516	23	ENGR AIDE														
		37663	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348			
		18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725			
5518	31	PROJECT TECHNICIAN														
		45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124			
		22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906			
5519	27	CADD SUPPORT SPECIALIST														
		41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463			
		19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184			
5521	17	FIELD ENGINEERING TECHNICIAN														
		32787	33548	34332	35133	35955	36793	37663	38572	39514	40500	41513	42555			
		15.763	16.129	16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459			
5522	25	SURVEY TECHNICIAN														
		39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840			
		18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923			

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5523	25	CONST INSPECTOR	39514 18.997	40500 19.471	41513 19.958	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923		
5524	31	SURVEY PARTY CHIEF	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840	57227 27.513	58654 28.199	60124 28.906		
5525	31	LEAD INSPECTOR	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840	57227 27.513	58654 28.199	60124 28.906		
5526	28	SIDEWALK INSPECTOR	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840		
5528	28	UTILITY SERV INSPECTOR	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840		
5531	34	ENGINEER	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840	57227 27.513	58654 28.199	60124 28.906	61624 29.627	63165 30.368	64744 31.127		
5539	31	SOIL EROSION INSPECTOR	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840	57227 27.513	58654 28.199	60124 28.906		
5611	19	PLANNING AIDE	34332 16.506	35133 16.891	35955 17.286	36793 17.689	37663 18.107	38572 18.544	39514 18.997	40500 19.471	41513 19.958	42555 20.459	43616 20.969	44705 21.493		
5612	28	ECONOMIC DEVELOPMENT ANALYST	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840		
5613	28	PLANNER II	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840		
5615	23	PLANNER I	37663 18.107	38572 18.544	39514 18.997	40500 19.471	41513 19.958	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725		
5631	28	REHABILITATION SPECIALIST	42555 20.459	43616 20.969	44705 21.493	45818 22.028	46964 22.579	48144 23.146	49348 23.725	50573 24.314	51840 24.923	53140 25.548	54463 26.184	55827 26.840		

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5632	28	FINANCIAL SPECIALIST														
		42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827			
		20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840			
5635	28	NEIGHBORHOOD REDEV SPECIALIST														
		42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827			
		20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840			
5711	23	LABORATORY TECHNICIAN														
		37663	38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348			
		18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725			
5713	28	CHEMIST														
		42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463	55827			
		20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840			
5719	27	PRETREATMENT INSPECTOR														
		41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140	54463			
		19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184			
6001	24	CIVILIAN CRIME SCENE TECH														
		38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573			
		18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314			
6002	26	LEAD CIVILIAN CRIME SCENE TECH														
		40500	41513	42555	43616	44705	45818	46964	48144	49348	50573	51840	53140			
		19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314	24.923	25.548			
6004	19	POLICE IDENTIFICATION CLERK														
		34332	35133	35955	36793	37663	38572	39514	40500	41513	42555	43616	44705			
		16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493			
6007	20	STATISTICAL CLERK														
		35133	35955	36793	37663	38572	39514	40500	41513	42555	43616	44705	45818			
		16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028			
6012	16	COMMUNITY SERVICE SPECIALIST														
		32142	32885	33648	34424	35225	36044	36891	37750	38634	39549	40533	41548			
		15.453	15.810	16.177	16.550	16.935	17.329	17.736	18.149	18.574	19.014	19.487	19.975			
6017	14	NON-CONFIDENTIAL SECRETARY														
		30613	31319	32042	32806	33602	34416	35246	36098	36976	37883	38832	39805			
		14.718	15.057	15.405	15.772	16.155	16.546	16.945	17.355	17.777	18.213	18.669	19.137			
6018	24	ASSISTANT BUYER														
		38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573			
		18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314			

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6024	31	SENIOR PERMIT TECHNICIAN														
		45818	46964	48144	49348	50573	51840	53140	54463	55827	57227	58654	60124			
		22.028	22.579	23.146	23.725	24.314	24.923	25.548	26.184	26.840	27.513	28.199	28.906			
6026	24	PROPERTY/EVIDENCE STORAGE TECH														
		38572	39514	40500	41513	42555	43616	44705	45818	46964	48144	49348	50573			
		18.544	18.997	19.471	19.958	20.459	20.969	21.493	22.028	22.579	23.146	23.725	24.314			
6027	17	CUSTOMER SERVICE REP														
		32787	33548	34332	35133	35955	36793	37663	38572	39514	40500	41513	42555			
		15.763	16.129	16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459			
6036	18	ENGINEERING CLERK														
		33548	34332	35133	35955	36793	37663	38572	39514	40500	41513	42555	43616			
		16.129	16.506	16.891	17.286	17.689	18.107	18.544	18.997	19.471	19.958	20.459	20.969			

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APPENDIX B

PAY GRADES

APPENDIX B

JOB CODE	CLASS TITLE	SALARY GRADE	JOB CODE	CLASS TITLE	SALARY GRADE
1336	NETWORK ADMINISTRATOR	39	1335	COMPUTER OPERATIONS SUPV	26
1334	SR PROGRAMMER ANALYST	39	6002	LEAD CIVILIAN CRIME SCENE TECH	26
5447	COMBINATION INSPECTOR	34	5523	CONST INSPECTOR	25
5531	ENGINEER	34	5522	SURVEY TECHNICIAN	25
5444	SR PLUMBING INSPECTOR	33	4101	CIVIL RIGHTS INVESTIGATOR I	24
5446	SR MECHANICAL INSPECTOR	33	1229	ACCOUNTANT I	24
5442	SR ELECTRICAL INSPECTOR	33	5515	CONSTRUCTION TECHNICIAN	24
2324	LANDSCAPE ARCHITECT	32	1339	COMPUTER TECHNICIAN	24
5445	MECHANICAL INSPECTOR	31	1329	PROGRAMMER	24
5441	ELECTRICAL INSPECTOR	31	6001	CIVILIAN CRIME SCENE TECH	24
5524	SURVEY PARTY CHIEF	31	5516	ENGR AIDE	23
5525	LEAD INSPECTOR	31	5511	TRAFFIC ENGR AIDE	23
5443	PLUMBING INSPECTOR	31	5711	LABORATORY TECHNICIAN	23
5518	PROJECT TECHNICIAN	31	5615	PLANNING I	23
1233	ACCOUNTANT II	31	4212	HOUSING SPECIALIST	22
5411	BLDG INSPECTOR	29	1217	PRINCIPAL ACCOUNTING CLERK	20
5417	PLANS EXAMINER	29	5611	PLANNING AIDE	19
4213	HOUSING RESOURCES SPECIALIST	28	1115	PRINCIPAL CLERK	19
5528	UTILITY SERV INSPECTOR	28	5432	ASST ENVIRONMENTAL INSPECTOR	18
5526	SIDEWALK INSPECTOR	28	5521	FIELD ENGINEERING TECHNICIAN	17
5632	FINANCIAL SPECIALIST	28	1141	POLICE SERVICES CLERK	14
5631	REHABILITATION SPECIALIST	28	1219	REVENUE CLERK	14
5713	CHEMIST	28	1122	STENOGRAPHER	14
5613	PLANNER II	28	1337	COMPUTER OPERATOR	13
4102	INVESTIGATIVE PARALEGAL	28	1212	SR ACCOUNTING CLERK	13
5635	NEIGHBORHOOD REDEV SPECIALIST	28	1332	SR DATA CONTROL CLERK	13
5718	PRETREATMENT COORDINATOR	28	1113	SR CLERK	12
5612	ECONOMIC DEVELOPMENT ANALYST	28	1144	PUBLIC INFO RECEPTIONIST	12
5519	CADD SUPPORT SPECIALIST	27	1213	PUBLIC SERV CASHIER	12
1333	PROGRAMMER ANALYST	27	1150	NEIGHBORHOOD WATCH ASST	12
5434	ENVIRONMENTAL INSPECTOR	27	3171	METER VIOLATIONS CHECKER	12
5513	GIS ANALYST	27	1415	COPY CENTER OPERATOR	11
5413	HOUSING INSPECTOR	27	1417	INVENTORY CONTROL CLERK	10
1240	PAYROLL & PAYABLES COORD	26	1331	DATA CONTROL CLERK	9
5514	DRAFTING TECHNICIAN	26	1112	CLERK	7
1422	BUYER	26	1111	CLERK AIDE	5
5512	TRAFFIC ENGR TECHNICIAN	26			

APPENDIX C
EDUCATIONAL ASSISTANCE

APPENDIX C

CITY OF DAVENPORT

ADMINISTRATIVE POLICY

No. 2.4

SUBJECT: EDUCATIONAL ASSISTANCE

DATE: JULY 1996

GENERAL POLICY:

The City of Davenport recognizes that education is a continuing process and that additional professional training can result in improved performance by its employees. Therefore, the City will provide financial assistance to employees who successfully complete approved college credit coursework as a means of preparing for increased responsibility within the City of Davenport.

SCOPE:

All permanent, full-time, non-bargaining employees.

PROVISIONS:

Approved Courses

1. To qualify for reimbursement, courses of study must bear a direct relationship to the general field of business activity in which the employee is engaged or is likely to become engaged in the future. If the employee wishes to earn a degree, and provided the major field of study bears the aforementioned relationship, any course which is a prerequisite to that degree may also qualify.
2. Approved courses may include correspondence courses as well as those requiring class attendance, but must be offered by a recognized school.
3. The employee must obtain approval from his/her Department Head and the Director of Personnel in advance of enrollment.

Reimbursement

1. Reimbursable expenses include tuition and other fees specifically charged by the school for the approved course, plus the cost of required books, up to a total maximum per calendar year of \$850 for courses leading to an undergraduate degree or \$1150 for courses leading to a post-graduate degree.

ISSUED BY: Daryl A. Moore, Director of Human Resources

APPROVED BY: Cowles Mallory, City Administrator

Page 1 of 2

APPENDIX C - Cont.

EDUCATIONAL ASSISTANCE

ADMINISTRATIVE POLICY

No. 2.4

SUBJECT: EDUCATIONAL ASSISTANCE

DATE: JULY 1996

Management employees of the Police Department are eligible for a total maximum per calendar year of \$1100.

2. Courses will be credited to the calendar year containing the last day of class.
3. Reimbursement will be made after the employee submits certification that the course has been completed with a passing grade.
4. If an employee is eligible to receive State or Federal assistance or other scholarship or grant, reimbursement through this policy will supplement such assistance up to the annual maximums. In no case will the combined total received from the City and another source of funding exceed the actual expenses incurred.

Termination of Employment

1. An employee who voluntarily terminates prior to three years from the date of course completion shall be required to reimburse the City for tuition reimbursement received on a prorated basis. The employee must reimburse 33 1/2% of the tuition paid on his/her behalf for each portion of the 3 12-month periods between the date of course completion and the termination date.

ISSUED BY: Daryl A. Moore, Director of Human Resources

APPROVED BY: Cowles Mallory, City Administrator

Page 2 of 2

APPENDIX D
EMPLOYEE PARKING

APPENDIX D

Side Letter of Agreement

It is understood and agreed that employee parking of personal vehicles during working hours is governed by Article 3, Section 5, "Prevailing Rights", of the contract. Presentation and negotiation over union proposal concerning parking during 1994 - 1995 negotiations shall not be used in any proceedings between the parties.

J. Luthorn
for the Union

6/30/00
date

Man. J. Thue
for the City

6-30-00
date

APPENDIX E

INSURANCE

APPENDIX E Letter of Understanding INSURANCE

Changes to medical plan as follows:

1. Included in the exclusion for elective surgeries will be radial keratotomy, In vitro-fertilization, and reversal of sterilization.

Maintenance drugs will be available only through mail order. Maintenance drugs purchased elsewhere will not be reimbursable. Co-payment for maintenance drugs will remain at \$5 for a 90-day supply of generic or brand name drugs.

Nicotine patches will only be available through mail order.

The total lifetime maximum payable for health, DXL and prescription drug benefits will be 1 million dollars per person.

Pre-authorization penalty will be 25% of the total charge or \$500 whichever is less.

Included as a basic benefit will be emergency care when rendered at a doctor's office or clinic within 72 hours from the onset or occurrence of the injury or illness. Emergency care will be defined as a life threatening injury or the sudden onset of a life threatening illness requiring immediate care or any other emergency situation requiring immediate care, at an emergency room, such as lacerations, fractures, or trauma incurred injuries.

The City will provide training to all City employees on the rules and procedures of the maintenance drug plan.

Current practices with respect to maintenance drugs for covered individuals residing in care facilities shall be maintained.

Mary F. Threl
For the City
6-30-00
Date

T. J. Lattimore
For the Union
6/30/00
Date

APPENDIX F

METER VIOLATIONS CHECKERS

APPENDIX F
Meter Violations Checkers

Grade for newly hired Meter Violations Checkers will be determined by a job audit prepared jointly by the union and management. In the event the parties cannot agree to an appropriate rate, the City's determination may be subject to the grievance procedure.

Current employees in the Meter Violation Checker classification will remain at a grade 16 and will be eligible for appropriate step increases.

Mary Ther
For the City
6-30-00
Date

D. L. H.
For the Union
6/30/00
Date

APPENDIX G

JOB EVALUATION

APPENDIX G
Job Evaluation

The City will make the Job Evaluation Manual available for review by AFSCME union representatives and will answer any questions they may have on the evaluation system.

Upon the request of the employee, the union representative may attend the job audit interview between the employee and the Human Resource representative.

Upon request of the employee or union representative, the Human Resources representative responsible for performing the audit shall explain the rankings on each factor and answer any questions.

Mary J. Thee

For the City

6-30-00

Date

T. Luthansky

For the Union

6/30/00

Date

APPENDIX H

LETTER OF AGREEMENT

APPENDIX H
Letter of Agreement

Chiropractic Care:

After the initial charges totaling \$1000 each calendar year all claims for additional chiropractic services will be reviewed for medical necessity.

Prescription Drug Co-pay:

The two (\$2) dollar co-pay will not be covered expense through the Major Medical Plan.

Bill Audit:

If an employee audit of a bill identifies an error that would result in an overpayment to a care provider, the employee will be paid twenty-five percent (25%) of the savings.

Vision Benefits:

The plan pays a maximum of \$220 per insured individual in any 24 month period as a vision care benefit. This maximum amount includes the cost of visual analysis, lenses, contact lenses, frames or other related charges. The individual's 24 month period begins 12 months from the individual's last claim under the previous vision plan.

Mary F. Thier
For the City
6-30-00
Date

D. Anthony
For the Union
6/30/00
Date

APPENDIX I

PLAN DESIGN CHANGES

Appendix I

Plan Design Changes Insurance

Effective January 1, 2001

Employee Insurance: A Directed PPO with a 90/10 co-pay within the PPO and an 80/20 co-pay outside of the PPO will be implemented. All other benefit and coverage levels in existence as of the 1999-2000 collective bargaining agreement will be maintained. The Cost Containment Committee will assist with the development of criteria for any Request for Proposals (RFP) and will assist with the drafting of any RFP for both the initial PPO and changes to the PPO, and the cost containment committee will review bids and make recommendations to the City Council on the initial PPO and any subsequent PPO. The employer will make every effort towards ensuring that accessibility to the health care services is substantially the same as that under the 1999-2000 collective bargaining agreement. If an employee goes to a health care provider outside of the PPO, the cost will be reimbursed at the full cost of the services, less the deductible and/or the 80/20 co-pay.

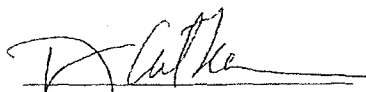
Prescription Drugs: A Directed Prescription PPO will be implemented. All other benefits and coverage levels in existence as of the 1999-2000 collective bargaining agreement will be maintained. Prescription co-payment will increase from the current \$2 generic/\$4 brand name to \$5 generic/\$10 brand name; the same conditions for generic and name brand charges in existence as of the 1999-2000 collective bargaining agreement will be maintained. The Cost Containment Committee will assist with the development of criteria for any Request for Proposals (RFP) and will assist with the drafting of any RFP for both the initial PPO and changes to the PPO, and the cost containment committee will review bids and make recommendations to the City Council on the initial PPO and any subsequent PPO. The employer will make every effort towards ensuring that accessibility to pharmacies for prescriptions is substantially the same as that under the 1999-2000 collective bargaining agreement. Any prescriptions secured outside of the pharmacy radius will be reimbursed at the full cost of the prescription, less the \$5 generic/\$10 name brand co-payment.

Bi-Annual Physical: All employees shall be permitted to receive one bi-annual (every other year starting 1-1-01) physical by a

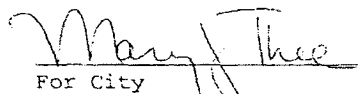
APPENDIX I - Cont.

PLAN DESIGN CHANGES

physician of their choice. The reimbursement cost to the physician for the physical shall be capped at two hundred and fifty dollars (\$250.00), with 100% of the cost to be paid by insurance. Any cost in excess of the \$250 for one employee physical may be submitted to the health insurance plan and paid pursuant to the terms of the health insurance plan. Employees and other plan participants shall be permitted to receive physicals on a more frequent basis by submitting these claims through the health insurance plan.


For Union

Date 6/30/00


For City

Date 6-30-00

APPENDIX J

LETTER OF AGREEMENT/CRIME SCENE TECHNICIANS

Appendix J:

Side Letter of Agreement

The City of Davenport added four additional positions to the Police Department in May 2001. It is agreed by both parties that these positions, Lead Civilian Crime Scene Technician (1) and Civilian Crime Scene Technician (3) would be members of the AFSCME collective bargaining unit. It is further agreed that due to the unique duties of these positions that the collective bargaining agreement would need to be modified as follows:

Section 8.2 Hours of Work: The Lead Civilian Crime Scene Technician will work day shift hours. The Civilian Crime Scene technicians will work up to three distinct shifts (days/afternoons/evenings) on a schedule similar to police department personnel (i.e. six consecutive days and two days off). When the days off coincide with weekends, the employee will receive three days off. The shift hours will be consecutive and be set by management between the hours of 6am and 4am. The Civilian Crime Technicians will rotate shifts every 90 days.

Section 8.5 Meal Periods: Lead Civilian Crime Scene Technician and Civilian Crime Scene Technicians will be provided a thirty minute paid lunch period during their regularly scheduled work day.

Section 8.7 Shift Differential: The monetary amounts in said section are applicable. However, those working second shift will receive the shift allowance for second shift the entire shift and those working third shift will receive the shift allowance for third shift the entire shift.

Section 9.7 Uniform Allowance: The City will establish a voucher system using local vendors for the evidence technicians to purchase up to \$550 of uniforms or equipment during a fiscal year.

Section 16.2 Court Time: (a) If as the result of the performance of duties on behalf of the City, an employee is subpoenaed as a witness to appear or notified by the court to appear in a court or court-related proceeding on a scheduled day off, or outside a scheduled shift on a regularly scheduled duty day, the City will pay the employee a minimum of two (2) hours pay at the rate of one and one-half (1-1/2) times his/her straight time hourly rate of pay for all time spent in court.

This minimum guarantee shall not apply if the court appearance is within one hour from the beginning of the employee's shift; in that event the employee shall be paid at the overtime rate until the beginning of his/her shift. The employee shall be permitted to retain any fees or expenses paid to him for testifying.

(b) Court time shall be paid exclusively as provided above and no prior provisions in this Article shall apply to court time. Court time paid as provided above shall not count toward the computation of overtime, nor shall it be considered as time worked or paid for within the meaning of any other provision of this Agreement.

(c) It is agreed that evidence technicians have a responsibility to respond to subpoenas when properly issued and served by a court of law. The City and the Union agree that, whenever reasonably possible, subpoenas should be served at least twenty-four (24) hours prior to the appointed court time.

(d) In the event that an employee exchanges a tour of duty and subsequently as a result is not scheduled for work on a day when the employee was to have appeared in court, such employee shall not receive minimum pay as provided in subsection (a) above. This provision shall not apply if an employee is notified to appear in court after the employee has requested an exchange of tour of duty.

Section 17.1 Holidays: Holidays shall be observed on their actual date, not a Monday or Friday if the actual holiday lands on a weekend.

Section 17.3 and 17.4 Holiday Pay:

(a) When a holiday falls on an employee's regularly scheduled day off, or on a day of vacation, and said holiday is not worked, an eligible employee shall accumulate eight (8) hours of holiday time off. Said holiday time off shall be granted insofar as practicable on the day requested by each employee, with

APPENDIX J – Cont.

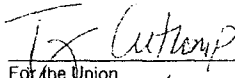
LETTER OF AGREEMENT/CRIME SCENE TECHNICIANS

the determination on preference being made on a first come basis. It is expressly understood that the final right to designate said day off is exclusively reserved by the Chief of Police in order to insure the orderly and efficient performance of services.

(b) When a holiday falls on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1-1/2) times the regular rate of pay, and in addition shall accumulate eight (8) hours of holiday time off. Such holiday time off shall be granted insofar as practicable on the day requested by each employee.

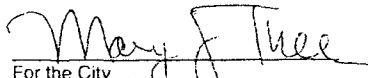
(c) When an employee who is scheduled to be off duty on a holiday is called back to work on that holiday, that employee shall be paid at the rate of one and one-half (1-1/2) times the regular rate of pay for all hours worked plus an equal amount of holiday time off. The provisions of Section 10.5 shall apply.

This agreement shall be precedent setting for purposes of future matters concerning the Lead and Civilian Crime Scene Technicians.



For the Union
10/7/03

Date



For the City
10/7/03

Date

APPENDIX L

CRIME SCENE TECHNICIAN

APPENDIX L

CITY OF DAVENPORT

and

THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES

LETTER OF AGREEMENT – 5-2/5-3 WORK SCHEDULE

This Letter of Agreement will serve as a side letter to the AFSCME union contract between the City of Davenport (hereafter referred to as the City) and those members of the AFSCME union (hereafter referred to as the Union) affected by the contract language in Appendix J, (specifically "Civilian Crime Scene Technicians") The conditions outlined in Appendix J will remain in affect except changes as noted below. Additionally, Article 10, Section 1 of the collective bargaining agreement will be modified as noted below:

Section 8.2 Hours of Work: The Civilian Crime Scene Technicians will work 2 distinct shifts (days/afternoon) The five work days shall consist of two (2) work days of eight and one half (8 ½) hours, then one (1) work day of nine (9) hours, and finally two (2) work days of eight and one half (8 ½) hours, on a repeating cycle of five (5) days on and two (2) days off, then five (5) days on and three (3) days off. The shift hours will be consecutive and be set by management between the hours of 5am and 1am. The Civilian Crime Scene Technicians will rotate shifts every four (4) months.

Article 17.3, and 17.4 : Holiday pay: Provisions of Appendix J shall apply with the exception of the President's day, Independence Day, Veteran's Day, and Labor Day holiday's For these 4 holiday's, the following conditions shall apply:

- (a) When any of the above four (4) holiday's falls on an employee's regularly scheduled day off or on a vacation day, and said holiday is not worked, an eligible employee shall accumulate no hours of holiday time off.
- (b) When any of the above four (4) holiday's falls on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1 ½) times the regular rate of pay, and in addition shall accumulate holiday time off for all hours worked in excess of their regularly scheduled hours that day. Such holiday time off shall be granted insofar as practicable on the day requested by the employee.
- (c) When an employee who is scheduled to be off duty on any of the above four (4) holiday's is called back to work on that holiday, that employee shall be paid at the rate of one and one-half (1 ½) times the regular rate for hour worked, plus they shall accumulate holiday time off for all hours worked in excess of 8.5 hours. The provisions of Section 10.5 shall apply.

APPENDIX L
CRIME SCENE TECHNICIAN

APPENDIX L
CITY OF DAVENPORT

and

THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES

LETTER OF AGREEMENT – 5-2/5-3 WORK SCHEDULE

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Section 8.2 Hours of Work: The Civilian Crime Scene Technicians will work 2 distinct shifts (days/afternoon) The five work days shall consist of two (2) work days of eight and one half (8 ½) hours, then one (1) work day of nine (9) hours, and finally two (2) work days of eight and one half (8 ½) hours, on a repeating cycle of five (5) days on and two (2) days off, then five (5) days on and three (3) days off. The shift hours will be consecutive and be set by management between the hours of 5am and 1am. The Civilian Crime Scene Technicians will rotate shifts every four (4) months.

Article 17.3, and 17.4 : Holiday pay: Provisions of Appendix J shall apply with the exception of the President's day, Independence Day, Veteran's Day, and Labor Day holiday's For these 4 holiday's, the following conditions shall apply:

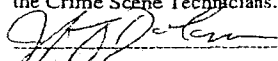
- (a) When any of the above four (4) holiday's falls on an employee's regularly scheduled day off or on a vacation day, and said holiday is not worked, an eligible employee shall accumulate no hours of holiday time off.
- (b) When any of the above four (4) holiday's falls on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1 ½) times the regular rate of pay, and in addition shall accumulate holiday time off for all hours worked in excess of their regularly scheduled hours that day. Such holiday time off shall be granted insofar as practicable on the day requested by the employee.
- (c) When an employee who is scheduled to be off duty on any of the above four (4) holiday's is called back to work on that holiday, that employee shall be paid at the rate of one and one-half (1 ½) times the regular rate for hour worked, plus they shall accumulate holiday time off for all hours worked in excess of 8.5 hours. The provisions of Section 10.5 shall apply.

APPENDIX L – Cont.

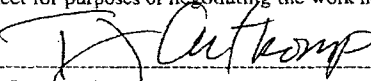
CRIME SCENE TECHNICIAN

Article 10, Section 1 Overtime Pay All provisions of the collective bargaining agreement shall apply, except that paid leave time will not be counted as hours worked for the purpose of computing overtime for regular hours (scheduled overtime). However all hours worked in excess of those regularly scheduled shall be paid at the overtime rate. For example: if an employee's regular hours for a work week totals forty three (43) hours and the employee has taken paid leave of three (3) or more hours during that week, the employee would not be eligible for overtime rate for the three (3) hours over forty (40) hours. The employees would be paid at straight time for all forty three (43) hours.

These amendments to the Appendix J shall be in effect for a trial period of eight (8) months, whereupon it will be reviewed and reevaluated for possible permanent inclusion into the collective bargaining agreement. In the event there is not mutual agreement to retain these amendments to Appendix J, the parties shall meet for purposes of negotiating the work hours of the Crime Scene Technicians.


For the City

August 18, 2004
Date


For AFSCME

August 13, 2004
Date

The above mentioned trial period has been concluded and the parties have mutually agreed to retain the amendments to Appendix J noted herein.

APPENDIX M

LETTER OF UNDERSTANDING INSURANCE PLAN DESIGN CHANGES

1. Effective 01/01/07, the deductible shall be increased to \$250 per person, \$500 per family unit on the health insurance plan. The common accident deductible shall be \$250.
2. Effective 01/01/07, there shall be a physician's services \$5 per office visit access fee on the health insurance plan. Effective 01/01/09, there shall be a physician's services \$10 per office visit access fee on the health insurance plan. This access fee shall be deducted from the bill for the office visit, but shall not apply toward the deductibles and out-of-pocket maximums.
3. Effective 01/01/07, there shall be a three tier prescription copay system:
 - \$5 – Tier 1 prescription drugs that are generic
 - \$10 – Tier 2 prescription drugs on the formulary list
 - \$25 – Tier 3 prescription drugs that are not generic and not on the formulary list

Specialty drugs shall be offered at the Tier 2 prices

The brand name for generic price feature will be eliminated. Participants have the option of obtaining a 90-day supply by mail order for two times the monthly supply co-pay.

4. Effective 01/01/07, the Vision Insurance plan shall change to a 12-month calendar period basis. The 12-month calendar period benefit maximum shall be \$200. During the benefit period transition year, the benefits paid tally for each participant shall be reduced to zero on 01/01/07. Effective 01/01/07, the vision plan design exclusions shall be eliminated and the plan design shall commence allowing coverage for any vision related services (including, for example, Lasik eye services) and equipment, subject to benefit period maximums.
5. Effective 01/01/07, the Dental Insurance plan shall change to allow routine oral examinations and prophylaxis (teeth cleaning, including scaling and polishing) three (3) times per calendar year. Effective 01/01/07, topical application of fluorides shall be afforded to all plan participants once every 12 months
6. Effective 01/01/08, the out of pocket maximum shall be increased to \$1000 per covered person, \$2000 per family unit.